

NASPA

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PRESIDENT'S MESSAGE



Dear Colleagues:

The NASPA Board of Directors and staff are pleased to present to you the *1998 NASPA Member Handbook*. We believe you will find this handbook to be a useful reference for contacting your NASPA colleagues at member campuses, nationally and internationally.

We have organized the *1998 NASPA Member Handbook* to be as convenient to use as possible. It lists individual NASPA members in alphabetical order and contains listings for each NASPA member with addresses, telephone and fax numbers, and e-mail addresses when available. It also includes an index of NASPA members by state and institution. This year, we are also pleased to offer you access to up-to-date member information at NASPA's web site, <http://www.naspa.org>.

This year's member handbook also contains a wealth of information about the association: its history, bylaws, national and regional leaders of NASPA's networks and divisions, and other helpful information. I am very pleased to see the quality and quantity of involvement by NASPA members to support the major priorities of the association and our profession. NASPA is more important than ever to student affairs professionals and the higher education community. Our public policy advocacy for students and the profession; quality professional development programs; resource materials to help professionals support and promote student learning; and our commitment to diversity, growing internationalism, and promotion of the student affairs profession at all types of institutions are examples of NASPA's strength.

I hope you will read and use this member handbook as a way to become more involved in the many activities of our association. If you are already involved in NASPA activities, I thank you for your time and effort in attending to the important business of the association. It is our volunteer members who keep NASPA vibrant and responsive to members' needs.

The *1998 NASPA Member Handbook* is one of the many ways NASPA supports its members by providing valuable information to them. I hope you find this handbook to be a useful and valuable reference.

Sincerely,

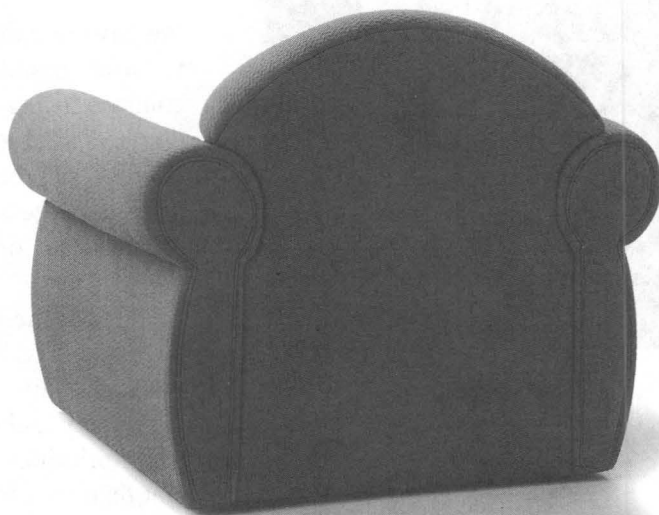
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Vice Chancellor
Massachusetts Board of Higher Education
Boston, Massachusetts

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All membership information contained in this directory is based on the membership files of the National Association of Student Personnel Administrators, Inc. Every effort has been made to report information as it was provided by members on their dues renewal forms and handbook update postcards. This directory includes information provided through July 11, 1997, and is published for the exclusive use of NASPA members.

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ABOUT NASPA

The National Association of Student Personnel Administrators (NASPA) is the leading national association for college and university student affairs administrators. Since its inception in 1918, student affairs administrators have turned to NASPA as a resource for professional development opportunities and information on current issues affecting campus policies and students' needs.

NASPA's current mission is to serve student affairs administrators who work with students in higher education. It serves these administrators by

- providing professional development to members through the dissemination of high-quality information and exemplary models of practice
- providing leadership in higher education through policy development and advocacy for students on important national issues

- promoting pluralism, diversity, and internationalism in NASPA and the profession
- providing leadership for promoting, assessing, and supporting student learning and successful educational outcomes
- maintaining, evaluating, and developing a high-quality association infrastructure to meet current needs and to anticipate future trends.

With over 7,000 individual members and more than 1,100 member campuses, NASPA's leadership is provided by volunteers from member institutions who are elected as regional and national officers (see the directories for national and regional leadership).

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NASPA HISTORY

In December 1918 Robert Rienow, the dean of men at the University of Iowa, wrote a letter to Thomas Arkle Clark, dean of men at the University of Illinois, suggesting a meeting that is now recognized as the founding of the National Association of Student Personnel Administrators. The meeting was held at the University of Wisconsin in January 1919, with six men present. In attendance were three deans of men and three professors having campus interests of this type but no title.

In reporting on the first meeting, Professor Louis A. Strauss of the University of Michigan referred to it as the Conference of Deans and Advisers of Men. This label became popular and was used until 1929 when it was modified as the National Association of Deans and Advisers of Men (NADAM). The title was apt because the dean of men's title was not widespread on the American college campus at that time. Thomas Arkle Clark was the first person to claim the title in 1909, although he assumed the responsibilities in 1901.

Scott Goodnight, dean of men at the University of Wisconsin, served as host for this historic first meeting. Retroactively, he is referred to as the first president of NADAM. Actually, he was selected as chairman during the meeting, a kind of incidental formality not seen at the time as having any significance. The success of this meeting, as participants agreed, suggested that another should be held, with invitations extended to anyone who might be interested. It is clear that the second meeting was pivotal to the life of the organization. Held on the University of Illinois campus with an attendance of nine, it was decided that future meetings should occur annually on the campus of one of the members. A committee of three was named to handle arrangements. Short papers for discussion were introduced as a supplement to the informal discussions; the latter being seen by participants as the primary value in meeting.

Informal conversations concerning the role of the dean of men were extremely important to participants because many of them were recently appointed and had no firm grasp of what to expect. Dean Clark once said, "It was an untried sea upon which I was about to set sail." C.E. Edmondson, a physician who was dean of men at Indiana University, noted that when he was appointed dean of men his president talked to Dean Clark, "as perhaps he could tell me what a dean of men was." Shop talk at meetings for several years helped in this respect, there being little "theory" to consider. Shop talk should not be equated with small talk, however, as participants regularly commented on the inspiration they received from the annual meetings. War stories from the home campus also were common, and stories were apparently colorfully told. No record of much of what went on in the long informal discussion exists; but participants were highly educated men, scholars in their own right, having strong spiritual roots and a clear idea of how young men should conduct themselves. The tools at their disposal were indeed primitive; they consulted with each other as a means of mutual education.

It was 1925 when the first piece of "research" was offered at a NADAM meeting. The summary was presented by John Bennett of Teachers College, Columbia University, and dealt with the prevalence of the office of dean of men in American colleges and universities together with the recognized duties and powers of the office. By 1928, one can find "A Statistical Study of the Relationship Between Extra Curricular Activities and Scholarship" offered by Dean Earl Miller of UCLA.

The last meeting of the '20s was the first to be conducted away from the college campus. The conference was held at the Mayflower Hotel in Washington, D.C., with 76 men attending. Members paid dues of \$10.

The 1930s marked the development of the first formal constitution of NADAM. The institutional membership was established in 1932, giving each institution one vote but extending an invitation to as many representatives as an institution might wish to send. The constitution also called for a seven-man executive committee. Any educational institution was eligible for membership upon acceptance by the executive committee. Records do not reveal any rejections for membership.

In 1932, *The Counselor* made a brief and inauspicious appearance to be followed over the years with continued requests for publications. The *NASPA Journal*, as it appears today, was not introduced until 1963. In the meantime, several newsletters found their way to members, with different names at different times. Perhaps the most familiar of these was *The Breeze*.

As early as the 1920s, NADAM played a valuable placement role for its members. A network of informal contacts helped newer members become alert to job possibilities across the country. Dean Arno "Shorty" Nowotny of the University of Texas played a key role in this activity for many years. This was a valuable tool during the Depression; the placement function continues today as an important function of the association's efforts to assist its members.

The organization grew slowly, with 87 in attendance in 1939. This was somewhat disconcerting to those who enjoyed the small group informality of earlier meetings. Efforts to continue the informality were introduced, grouping deans for part of the annual conference into small/medium/large institution meetings.

Change was in the air as many deans in attendance were not called either "deans of men" or "advisers to men." A speech in 1937 by W.H. Cowley, entitled "The Disappearing Dean of Men," emphasized that change would accelerate. Among Cowley's accurate perceptions was his understanding of the emergence of the dean of students as the central officer of the future in student affairs.

One of NADAM's major preoccupations in the 1940s was World War II and its aftermath. The adaptation of campuses to the war effort are reflected in the conference minutes, and the problems relating to veterans once the war was over took the rest of the decade. Members still found time to comment often about

the "role" problem of NADAM. Over 30 different "titles" of attending administrators were counted at one conference, suggesting a broader role for NADAM was required. The decade was noted by the presence of Armour Blackburn of Howard University, the first black administrator to participate and the only one to serve on a NADAM executive committee. In 1949, the annual meeting reached 217, passing 200 for the first time.

Dean Wesley P. Lloyd at Brigham Young University led the way in 1951 to the creation of the National Association of Student Personnel Administrators (NASPA). Having been defeated in two earlier votes (1948 and 1949), this time the recommended name change passed; nearly unanimously. This broadened the base of the association and for the first time it began actively to seek members. Until 1951 no one had ever been recruited by the association. Members were free to encourage colleagues to join but the association sent no invitations to American college campuses. The purpose of the expanded association was stated to be "to discuss and study the most effective methods of aiding students in their intellectual, social, moral, and personal development."

It was now clear that women eventually would seek membership in the organization that now promoted itself as the professional home for chief student affairs professionals and their principal assistants. Seven years later, Mary Ethel Ball, acting dean of students at the University of Colorado, became the first female "institutional representative" of NASPA. (It may be an interesting footnote to history to indicate that a Dean Blitz at the University of Minnesota is remembered as the first woman to attend a NADAM/NASPA meeting in 1926. She was a guest of Dean E.E. Nicholson when the conference met in Minneapolis.)

Women administrators did not immediately decide to participate in NASPA. The "old boy" reputation was on the one hand unfair because young administrators were always encouraged in NADAM/NASPA. Of course, historically only the "boys" were present, and women apparently were concerned about how they would fare in a previously all-male organization.

Five commissions were established at the 1951 conference to deal with substantive, ongoing issues (e.g., professional relationships, ethics, professional preparation). A secondary benefit of the commissions was in making more members able to participate in the association's activities.

The remainder of the 1950s involved the development of the commission idea, the number reaching eight by 1959, and a continuation of conferences attempting to deal directly with the dean job. Conference attendance passed 300 in 1958. Dues were increased to \$25 in 1959. The dues were solely for operating expenses, as no one received any compensation for work done in behalf of the association. Informality continued as an association hallmark. It was revealed at the 1959 meeting that no one had ever seen a copy of the constitution. It was acknowledged that none had been published for several years.

The 1960s marked many changes in NASPA. For the first time outside funding was secured for a NASPA activity. NASPA was an early leader in educating members concerning drug abuse,

with funding obtained from the federal government. NASPA was an active participant in the development of the *Joint Statement on Rights and Freedoms of Students* which the association then endorsed in 1968. From 1966 until the end of the decade and beyond, crisis was the most prominent campus issue and the most prominent association concern. Some deans were enormously successful in protecting both their campuses and rights of students, but disruption of campuses became more prevalent.

Almost unnoticed, the regionalization of NASPA occurred in the early 1960s when regional vice presidents emerged, eventually playing a dominant role in the executive committee. Seven vice presidents were elected, representing the six national accreditation regions (Region IV because of its size was divided into IV-East and IV-West). O.D. Roberts at Purdue University and Don Marsh at Wayne State University became NASPA's unpaid controllers, and in 1967 a national office was created in Detroit, Michigan.

The period 1965-75 could be called the pivotal decade for women in NASPA. Pat Cross, then of Cornell University, was the first woman appointed to the NASPA Executive Committee in 1966. Lenore Cole of American University was the first woman (and the first minority person) to be elected a regional vice president. In 1971 Chet Peters named Alice Manicur at Frostburg State College to the executive committee with a charge to establish a network with women colleagues across the nation, and to assure them that their participation would be acknowledged by the association. This was a successful effort in many ways, as today 45 percent of the NASPA membership is comprised of women.

Alice Manicur eventually became the first woman president of NASPA in 1976. Six years later, Mikell O'Donnell at Ohio State University became the second woman president. Other women who have served as president include Judith Chambers at the University of the Pacific (1986-87), Marsha Duncan at Lehigh University (1990-91), Joan Claar at DePauw University (1992-93), Paula Rooney at Babson College (1993-94), and Suzanne Gordon at the University of Arkansas-Fayetteville (1996-97).

Minority members also sought a more inclusive voice during this period. The regionalization of NASPA heightened opportunities for involvement, and the executive committee used its at-large seats to give minority and women members increased national visibility. Opportunities to demonstrate leadership have led to a number of division chairs and regional vice presidencies, and in 1985 Bob E. Leach at Florida State University became NASPA's first minority president. NASPA's immediate past president, James E. Scott at Georgia State University, is the second African-American to hold this office.

Community colleges began to make their presence felt in NASPA during the decade. George Young at Broward Community College was the first community college vice president to serve on the NASPA Executive Committee and to chair a national conference. In 1979 he became the first community college person to serve as president of NASPA. He was followed in 1981 by E.T. (Joe) Buchanan III at Tidewater Community College.

Dissatisfaction with the nominating process for NASPA presidents surfaced in the early 1970s. James R. Appleton at the University of Southern California was the first president elected in a contested race at the Philadelphia conference and James J. Rhatigan at Wichita State University was the first person elected in a mail ballot to the entire membership.

Among the hallmarks of NASPA's development was the selection of Channing M. Briggs as part-time controller in 1970, and the moving of the national office to Portland State University in that same year. Channing Briggs eventually became a full-time executive secretary with a small staff, and in 1975 was named the first executive director of NASPA. The Briggs period marked an important period both in growth and in the professional sophistication of NASPA as an organization.

Upon Briggs' retirement in 1981, Richard F. Stevens became the second executive director, and the national office was

moved to Ohio State University. In 1985 the association voted to move its headquarters to Washington, D.C., and in June 1987 Elizabeth M. Nuss, dean of undergraduate life at Indiana University, succeeded Stevens as executive director. In 1995, Gwendolyn Jordan Dungy succeeded Nuss as NASPA's executive director.

Today NASPA has a Board of Directors, some 1,100 institutional members and some 7,000 members, seven regions with active programs, and a bright future. Perhaps all of this is due to six deans of students meeting in Madison, Wisconsin, 80 years ago.

— James J. Rhatigan, NASPA Historian
Senior Vice President
Wichita State University

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NASPA WORKSHOP SERIES

◆ Fundraising in Student Affairs

January 22-24, 1998
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◆ Leadership and Executive Effectiveness Institute for CSAOs

June 16-18, 1998
Ypsilanti, MI

◆ Restructuring Student Affairs

March 7, 1998
Philadelphia, PA

◆ Small College and University Institute

July 12-15, 1998
San Antonio, TX

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Past Presidents of NASPA

1996-97 Suzanne E. Gordon	1979-80 George W. Young	1962-63 J.C. Clevenger	1944-46 Earl J. Miller	1926-27 Floyd Field
1995-96 Jon C. Dalton	1978-79 Donald V. Adams	1961-62 Fred J. Weaver	1943-44 J.H. Julian	1925-26 C.R. Melcher
1994-95 James E. Scott	1977-78 Arthur Sandeen	1960-61 William S. Guthrie	1942-43 Joseph A. Park	1924-25 Robert Rienow
1993-94 Paula M. Rooney	1976-77 Alice R. Manicur	1959-60 H. Donald Winbigler	1941-42 L.S. Corbett	1923-24 J.A. Bursley
1992-93 Joan Claar	1975-76 James J. Rhatigan	1958-59 Fred H. Turner	1940-41 J.J. Thompson	1922-23 Stanley Coulter
1991-92 Dennis C. Golden	1974-75 James R. Appleton	1957-58 Donald M. Dushane	1939-40 J.F. Findlay	1921-22 Edward E. Nicholson
1990-91 Marsha Duncan	1973-74 John L. Blackburn	1956-57 Frank C. Baldwin	1937-39 D.H. Gardner	1920-21 Thomas A. Clark
1989-90 Dudley Woodard	1972-73 Thomas B. Dutton	1955-56 John H. Hocutt	1936-37 Dabney S. Lancaster	1919-20 Scott H. Goodnight
1988-89 Thomas Goodale	1971-72 Chester E. Peters	1954-55 John H. Stibbs	1935-36 William E. Alderman	
1987-88 Larry Ebbers	1970-71 Earl W. Clifford	1953-54 Robert M. Strozier	1934-35 B.A. Tolbert	
1986-87 Judith M. Chambers	1969-70 Mark W. Smith	1952-53 Victor F. Spathelf	1933-34 H.E. Lobdell	
1985-86 Bob E. Leach	1968-69 O.D. Roberts	1951-52 A. Blair Knapp	1932-33 C.E. Edmonson	
1984-85 Richard J. Correnti	1967-68 Carl W. Knox	1950-51 Wesley P. Lloyd	1931-32 W.I. Moore	
1983-84 Edward H. Hammond	1966-65 Edmund G. Williamson	1949-50 L.K. Neidlinger	1930-31 W.L. Sanders	
1982-83 R. Mikell O'Donnell	1965-66 Glen T. Nygreen	1948-49 J.H. Newman	1929-30 J.W. Armstrong	
1981-82 E.T. "Joe" Buchanan	1964-65 Victor R. Yanitelli	1947-48 E.L. Cloyd	1928-29 G.B. Culver	
1980-81 Lyle A. Gohn	1963-64 James McLeod	1946-47 Arno Nowotny	1927-28 Scott H. Goodnight	

Nominations for President-Elect

Nominations are received annually for NASPA president-elect. Any current member of NASPA may nominate someone for president-elect. The deadline for receipt of nominations is November 1 of each year. Nominations should include a letter of nomination describing the nominee's achievements and contributions and a resume. Nominations should be sent to the NASPA office.

The president-elect performs duties as directed by the president or the Board of Directors, and serves as chair or a member

of designated standing committees of the association. The president-elect assumes office as president during the business meeting of the following year.

Nominees for this position must be current voting delegates or professional affiliate NASPA members. The Nominations and Resolutions Committee of the board selects the candidates.

Voting delegates and professional affiliates receive mail ballots for president-elect in January of each year.

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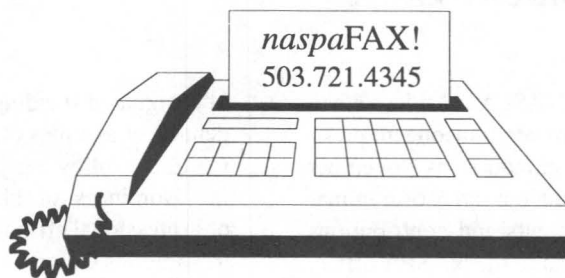
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REVISED AND ANNOTATED NASPA BYLAWS

ARTICLE I. MEMBERSHIP

SECTION 1. General Rights and Powers. Except as may otherwise be provided by law, the Articles of Incorporation of the Association or these Bylaws, the number, qualifications, rights, privileges, dues, fees, responsibilities, and the provisions governing the withdrawal, suspension and expulsion of members shall be determined by the Board of Directors. Except as may otherwise be required by law, the Articles of Incorporation of the Association or these Bylaws, any right of members to vote and any right, title or interest in or to the Association, its properties and franchises, shall cease and divest upon termination of membership, except that the liability of a member for sums due the Association shall survive such termination unless otherwise expressly provided by the Board of Directors.

SECTION 2. Classes of Membership. The Association shall have three classes of membership, which shall be Institutional, Individual Affiliate, and Subscribing.

SECTION 3. Qualification and Rights of Institutional Membership. Any institution of higher education which offers a program of study applicable toward an associate, baccalaureate, or a higher degree, and which is fully accredited, or has an application for accreditation pending with the appropriate regional accrediting agency, may apply for membership. An individual unit of a university or a state or principal system of higher education is eligible to be an Institutional Member if the unit is designated as an operationally separate institution by the appropriate regional accrediting association, or by the appropriate governmental agency. An institution becomes an Institutional Member of the Association upon submitting an application and receiving the affirmative vote of a majority of the members of the Membership Committee and upon payment of dues. Each Institutional Member shall have one vote on each matter submitted to a vote by action of the Board of Directors or as otherwise provided in these Bylaws. Such vote shall be cast only by a Professional Affiliate of such Institutional Member officially designated by the Institutional Member as its Voting Delegate and representative. The individual designated as Voting Delegate may only cast one vote on any matter. All other rights, obligations and powers shall be as provided in Section 1 of this Article.

SECTION 4. Qualification and Rights of Individual Affiliate Membership. Individual Affiliate membership shall be open to the categories listed below. Individual Affiliate membership is subject to payment of dues, and approval by the Executive Director, whose decision is subject to review by the Membership Committee. Affiliate Members shall have voting rights as specifically provided by these Bylaws. All other rights, obligations and powers shall be as provided in Section 1 of this Article. The categories of individual affiliation are:

i. Professional Affiliate:

Administrators of student affairs and faculty at member institutions. Professional Affiliates receive full membership services and are eligible for election or appointment to national or regional offices, divisions, and committees.

ii. Associate Affiliate:

- (1) student affairs administrators on a nonmember college or university campus;
- (2) professional staff members of educationally related groups;
- (3) administrators of student affairs or those engaged in professional work related to student affairs, who are employed in postsecondary institutions which are not eligible for membership; and
- (4) others upon approval by the Membership Committee.

iii. Faculty Affiliate:

Full-time teaching faculty at nonmember institutions.

iv. Student Affiliate:

Matriculated graduate students recommended by a Professional Affiliate and certified by the Professional Affiliate not to be full-time employees (as defined by the institution) of any institution.

v. Emeritus Affiliate:

Former voting delegates, professional affiliates, or associate affiliates who are officially designated as retired by their institutions and who are no longer employed full time in higher education.

SECTION 5. Qualification and Rights of Subscribing Membership. Subscribing Membership is available to individuals, organizations, manufacturers or suppliers of goods and services that operate for profit and support the policies, purposes, and activities of the Association, educational associations, governmental agencies, and other nonprofit groups. Subscribing membership is subject to approval by the Executive Director, subject to review by the Membership Committee.

ARTICLE II. REGIONS

SECTION 1. Regions. The regions from which the Vice Presidents are elected shall consist of the following states, countries, territories, or provinces:

- i. Region I — Connecticut, Maine, Atlantic Provinces of Canada, Massachusetts, New Hampshire, Rhode Island, Vermont, Quebec.

ii. Region II — Canal Zone, Delaware, District of Columbia, Maryland, New Jersey, New York, Pennsylvania, Puerto Rico, Virgin Islands, West Virginia.

iii. Region III — Alabama, Florida, Georgia, Kentucky, Louisiana, Mexico, Mississippi, North Carolina, South Carolina, Tennessee, Texas, Virginia, The Family Islands (Bahamas).

iv. Region IV-East — Illinois, Indiana, Iowa, Michigan, Minnesota, Ohio, Ontario, Wisconsin.

v. Region IV-West — Arkansas, Colorado, Kansas, Manitoba, Missouri, Nebraska, New Mexico, North Dakota, Oklahoma, Saskatchewan, South Dakota, Wyoming.

vi. Region V — Alaska, Alberta, British Columbia, Idaho, Montana, Nevada, Oregon, Utah, Washington.

vii. Region VI — Arizona, California, Guam, Hawaii.

viii. Member institutions located beyond the territorial limits of the United States and Canada shall be assigned by the Board of Directors to the most proximate region.

SECTION 2. Region Representatives. Representatives of the institutions within a region may meet at their discretion, or when requested by the Vice-President of the region, to discuss issues related to their institutions or to recommend action to be taken.

ARTICLE III. MEETINGS OF MEMBERS

SECTION 1. Annual Meeting. There shall be an annual business meeting of members at which the general business of the Association shall be transacted. The annual business meeting shall be held when and where the Board of Directors shall from time to time determine. In connection with the annual business meeting, there shall be an annual conference of members which focuses on the needs of the chief student affairs officers and deputies, other student affairs administrators, other educators, graduate students, and individuals who have a professional interest in student affairs administration.

SECTION 2. Special Meetings. Special meetings of the members shall be called upon the majority vote of the Board of Directors, or upon written petition delivered to the Secretary signed by not less than one-quarter of the members entitled to vote at such meeting.

SECTION 3. Notice. Written notice stating the place, date and hour of any meeting of members shall be delivered, either personally or by regular mail, to each member entitled to vote at such meeting, not less than ten (10) days or more than one-hundred twenty (120) days before the date of such meeting, by or at

the direction of the Secretary. In the case of a special meeting or when required by statute or these Bylaws, the purpose or purposes for which the meeting is called shall be stated in the notice. Inclusion of a notice of meeting in a newsletter or other publication addressed and timely mailed to each member shall constitute notice under this Section.

SECTION 4. Quorum. At the annual business meeting, a quorum shall consist of a majority of the Voting Delegates then in good standing registered or represented by proxy at the annual conference. If there shall be less than a quorum present, a majority of those present may adjourn the meeting from time to time without further notice.

SECTION 5. Proxies. At any meeting of the members, a member entitled to vote may do so by proxy executed in writing. Proxies may confer general voting rights, or they may be limited to prescribed action on a particular issue. Designation of proxies to be exercised at the annual business meeting shall be in writing and received by the Executive Director no later than the official opening day of the annual conference. Proxies shall be Voting Delegates or Professional Affiliates who shall cast not more than one proxy each.

SECTION 6. Manner of Acting. A majority of the votes cast by the members eligible to vote who are present or represented by proxy shall be necessary for the adoption of a matter voted upon unless a greater proportion is required by law or these Bylaws. The meetings of members of the Association may be conducted according to the procedures specified in the most recent edition of *Robert's Rules of Order*. The presiding individual at any meeting may appoint a parliamentarian to advise the presiding individual on parliamentary matters.

SECTION 7. Written Consent. Any action which must be, or may be, taken at a meeting of the members or directors may be taken without a meeting if a consent in writing, setting forth the action so taken, shall be signed by all of the members or directors entitled to vote.

ARTICLE IV. OFFICERS

SECTION 1. Officers. The officers of the Association shall be a President, President-Elect, Past-President, and regionally elected Vice Presidents, who shall be elected in accordance with these Bylaws, and a Secretary, Treasurer and such other subordinate officers as the Board of Directors may from time to time appoint or authorize the President to appoint. Any two or more offices may be held by the same person, except the offices of President and Secretary. The Executive Director shall not, by virtue of such capacity, be considered an officer of the Association, but may be appointed an officer by the Board of Directors.

SECTION 2. Qualifications. All elected officers shall be Professional Affiliates and all officers shall take office at the conclusion of the business meeting of the annual meeting.

SECTION 3. Election and Term of Office. The Board of Directors shall at every annual meeting elect the Secretary, Treasurer and such other officers as the Board shall by resolution have authorized. Each officer will hold office until his or her successor will have been duly elected or qualified.

SECTION 4. Removal. Any officer elected or appointed by the Board of Directors may be removed by the Board of Directors, upon the vote of two-thirds of the Directors then in office, whenever, in its judgment, the best interests of the Corporation would be served thereby, but such removal will be without prejudice to the contract rights, if any, of the officer so removed.

SECTION 5. Vacancies. Unless otherwise provided in these Bylaws, a vacancy in any office because of death, resignation, removal, disqualification or otherwise, may be filled by the Board of Directors for the unexpired portion of the term.

SECTION 6. President. Following a term of one year as President-Elect, the President-Elect shall succeed to the office of President. The President shall serve as chief executive officer for a term of one year.

The President is empowered to appoint such ad hoc committees as deemed necessary for specific functions. Such committees shall continue to exist only for the term of office of the appointing President, but may be reappointed by his/her successor.

The President shall perform such duties as are normally associated with the office of President; preside at all regular and special national meetings; preside at all meetings of the Board of Directors, and the Executive Committee thereof; and serve as an ex officio member of all committees.

SECTION 7. President-Elect. The President-Elect shall be elected for a term of one year by Voting Delegates and Professional Affiliates, shall succeed automatically to the office of President for a term of one year, and shall assume the responsibilities of the Presidency in the absence or incapacity of the President.

The President-Elect shall perform duties as directed by the President or Board of Directors, shall serve as chair or member of various standing committees as designated elsewhere in these Bylaws, and shall be responsible for planning for the Association.

The Nominations Committee shall be responsible for soliciting nominations for the position of President-Elect. Recommendations for this position shall be solicited by mail from each affiliate of the Association at least thirty days in advance of the committee's consideration of these nominations. At least two (2) nominees shall be presented for election. A simple majority is required for election. If more than two (2) candidates are presented on the ballot, a run-off election may be required between

the two individuals receiving the largest number of votes. The President-Elect shall be elected by mail ballot prior to the annual meeting by the Voting Delegates and Professional Affiliates.

In the event the President-Elect assumes the responsibilities of the President as a result of the resignation or incapacity of that officer, the functions of the President-Elect shall be performed by the Vice Presidents as designated by the Board of Directors, and the Board shall promptly schedule and conduct an election to fill any vacancies created thereby.

SECTION 8. Regional Vice Presidents. Seven Regional Vice Presidents shall be elected, one from each of the seven Regions as defined in Article II. The Vice Presidents from Regions I, III, IV-West, and VI shall be elected to take office in even-numbered years; the Vice Presidents from Regions II, IV-East, and V shall be elected to take office in odd-numbered years. The term of Vice President is two years. The Regional Vice President must be a Professional Affiliate in the electing region at the time of election and throughout the two-year term. Vice Presidents shall not be eligible to succeed themselves; provided, however, that a Regional Vice President serving the unexpired term of a predecessor shall be eligible for nomination for one succeeding full term.

A Regional Vice President is responsible for the following functions:

- i. Representing the region at meetings of the Board of Directors.
- ii. Coordinating regional activities and acting as official spokesman for the Association in the region.
- iii. Serving as the official representative of the Association at meetings of other associations in the region, when requested by the President or Board of Directors.
- iv. Informing members and affiliates within the region of activities by regular communications or meetings.
- v. Planning and conducting regional activities which may be scheduled at the annual meeting.
- vi. Strengthening membership in the Association by serving on the Membership Committee.

The Regional Vice Presidents shall be elected by mail ballot prior to the annual meeting. All regional Voting Delegates, Professional Affiliates, and Faculty Affiliates shall be eligible to vote in their specific regional elections. At least two (2) nominees shall be presented to the regional membership for election so there will be a successor if a resignation occurs.

A simple majority is required for election. If more than two candidates are presented on the ballot, a run-off election may be required between the two individuals receiving the largest num-

ber of votes. In the event a Regional Vice President resigns or becomes incapacitated, or is removed, the candidate for Vice President receiving the next highest number of votes shall be invited to succeed that Vice Presidency. If that candidate does not succeed to the Vice Presidency, the Board of Directors shall specify the process for selection of the Regional Vice President.

Regions may choose to elect a Vice President-Elect to serve in the Region for the year prior to assuming the Regional Vice Presidency. In this case, nomination and election of the Regional Vice President-Elect will occur according to the above process the year before assuming the Regional Vice Presidency.

SECTION 9. Secretary. The Secretary shall keep the minutes of all meetings of the Board including all votes and resolutions adopted, and shall record all such documents and actions in a book kept for that purpose. The Secretary shall issue notices of all meetings, shall see to the filing of all reports required by governmental authorities, and shall perform such other functions and duties as the Board may from time to time prescribe. The Board of Directors may appoint and empower such Assistant Secretaries as shall be required to carry out the purpose of this section.

SECTION 10. Treasurer. The Treasurer shall have custody of all funds, securities and assets of the Association. The Treasurer shall secure the keeping of full and accurate account of Association's receipts and disbursements, and ensure that all monies and other assets are deposited in the name of the Association in such depositories or through such fiscal agents as the Board may from time to time prescribe. The Treasurer shall oversee the disbursement of the funds and assets of the Association as ordered by the Board of Directors, and shall provide an accounting of all transactions at each regular meeting of the Board and at the Annual Meeting of the members. The Board of Directors may appoint and empower such Assistant Treasurers as shall be required to carry out the purpose of this section.

SECTION 11. Surety. The Board of Directors may require the President, Treasurer or any other officer to furnish such surety as it may from time to time determine.

SECTION 12. Compensation of Officers. Officers may be paid such reasonable compensation as the Board of Directors may from time to time authorize and direct, except that no officer who is a member of the Board may receive any compensation for services rendered in his or her capacity as a Director except as otherwise provided in these Bylaws.

ARTICLE V. BOARD OF DIRECTORS

SECTION 1. General Powers. The property, business and affairs of the Association shall be managed by its Board of Directors in accordance with these Bylaws and the purposes of the Association. The powers of the Board of Directors include, but

are not limited to, the following:

- i. Direction of the business of the Association during the period between annual meetings.
- ii. Approval of the annual Association budget, the investment policy, and special expenditures.
- iii. Approval of the program content of the annual conference.
- iv. Approval of an annual audit of the financial transactions of the Association.
- v. Approval of policy recommendations submitted by the Divisions.
- vi. Approval of all contractual relationships with foundations, governmental agencies, or other professional organizations.
- vii. Approval of all copyright arrangements.
- viii. Approval of the agenda for the annual business meeting.
- ix. Maintenance and publication of an accurate record of the proceedings of the annual business meeting.
- x. Preparation of proposed changes to the Articles of Incorporation, Bylaws, or dues structure, and the rationale for such changes.
- xi. Maintenance of an active roster of members of the Association assigned to committees and to other groups as representatives of the Association. Continuation of all assignments shall be subject to review and recall by the Board of Directors.
- xii. Establishment of publication policies and responsibility for quality control of all publications.

SECTION 2. Number and Qualifications. The members of the initial Board of Directors shall be those persons named in Article Eight of the Articles of Incorporation of the Association, who shall serve until their successors shall be elected or appointed and qualified, in conformance with these Bylaws. The Board of Directors shall consist of the President, President-Elect, Immediate Past-President, seven Regional Vice Presidents, four Division Directors, and two Members At-Large, each of whom shall have one vote, and the conference chair and the Executive Director, each of whom shall have no vote. The term of office begins at the close of the annual business meeting.

SECTION 3. Conference Chair. The Conference Chair shall serve for a term of one year, following a term as Conference Chair-Designate. The Conference Chair shall be responsible for planning and directing the annual conference, subject to approval of the Board of Directors, shall prepare and submit a budget for the annual conference to be included in the budget of the Association, and shall carry out such other duties as may be specified. The Conference Chair is appointed by the Board of Directors upon the recommendation of the President-Elect.

SECTION 4. Division Directors. The President shall appoint four Division Directors to serve on the Board of Directors for a term of two years, subject to the approval of the Board of Directors. Division Directors shall not succeed themselves; provided, however, that a Division Director serving an unexpired term of a predecessor shall be eligible for appointment for one succeeding two-year term.

SECTION 5. Members At-Large. The President shall appoint two Members At-Large to serve on the Board of Directors for two years. The terms of Members at-Large shall be staggered to ensure continuity in these roles.

SECTION 6. Vacancies. Vacancies shall be filled by majority vote of the remaining members of the Board of Directors for the unexpired term.

SECTION 7. Quorum. A majority of the Directors with voting rights then in office shall constitute a quorum for the transaction of any business at any meeting of the Board of Directors. If at any meeting of the Board there shall be less than a quorum of Directors present, a majority of those Directors present may adjourn the meeting from time to time without further notice.

SECTION 8. Meetings. Regular meetings of the Board of Directors shall be held at such place and time as may be designated by resolution of the Board, or as may be specified in the notice of the meeting. Special meetings may be held at any time upon the call of the President or upon written request signed by two thirds of the Directors and submitted to the Secretary. Written notice of special meetings shall be given to each Director not less than one day before such meeting. Notice need not be given of regular meetings of the Board of Directors held at times fixed by resolution of the Board of Directors. Meetings may be held at any time without notice if all the Directors are present, or if at any time before or after the meeting those not present waive notice of the meeting in writing.

SECTION 9. Waiver of Notice. Any Director may waive notice of any meeting by a written statement executed either before or after the meeting. Attendance at a meeting shall constitute a waiver of notice thereof, except where attendance is for the express purpose of objecting to the call or convening of the meeting.

SECTION 10. Manner of Acting. Except as otherwise expressly required by law, the Articles of Incorporation of the Association or these Bylaws, the act of a majority of the Directors with voting rights present at a duly noticed meeting at which a quorum is present shall be the act of the Board of Directors.

SECTION 11. Compensation. No Director shall receive any compensation for his or her services in such capacity, except that the Board may by resolution provide for the reimbursement of actual expenses incurred in the performance of the duties of Director, including for example such expenses for travel, lodging, meals, postage, photocopying, and long distance telephone calls.

ARTICLE VI. COMMITTEES

SECTION 1. Committees of Directors. The Board of Directors, by resolution adopted by a majority of the Directors in office, may designate and appoint one or more committees, each of which shall consist of two or more Directors, which committees, to the extent provided in said resolution, shall have and exercise the authority of the Board of Directors in the management of the Association; provided, however, that no such committee shall have the authority of the Board of Directors in reference to amending, altering or repealing these Bylaws; electing, appointing or removing any member of any such committee or any Director or officer of the Association; amending the Articles of Incorporation of the Association; adopting a plan of merger or adopting a plan of consolidation with another corporation; authorizing the sale, lease, exchange or mortgage of all or substantially all of the property and assets of the Association; authorizing the voluntary dissolution of the Association or revoking proceedings therefor; adopting a plan for the distribution of the assets of the Association; or amending, altering or repealing any resolution of the Board of Directors which by its terms provides that it shall not be amended, altered or repealed by such committee. The designation and appointment of any such committee and the delegation thereto of authority shall not operate to relieve the Board of Directors, or any individual Director, of any responsibility imposed upon it, him or her by law.

SECTION 2. Executive Committee. There shall be an Executive Committee of the Board of Directors which shall consist of the President, President-Elect, and the Past-President. The Executive Director shall serve ex officio and shall not vote. The Executive Committee shall have such powers and shall perform such duties as the Board may delegate to it by resolution from time to time. Any action duly taken by the Executive Committee within the course and scope of its authority shall be binding upon the Association. The Executive Committee may be abolished and reinstated at any time by the vote of a majority of the whole Board of Directors, and during the course of the committee's existence, the membership thereof may be increased or decreased and the

authority and duties of the Committee changed by the Board of Directors as it may deem appropriate.

SECTION 3. Standing Committees. The President, upon assuming office, shall appoint and set the responsibilities of the following standing committees with the approval of the Board of Directors:

- i. Selections Committee: Shall consist of the President-Elect who shall serve as chair, two Members at-large, and one Regional Vice President.
- ii. Membership Committee: Shall consist of the President-Elect who shall serve as chair, the Past-President, the Executive Director (ex officio), and the seven Regional Vice Presidents.
- iii. Nominations Committee: Shall consist of the incumbent Regional Vice Presidents and the three most recent Past-Presidents who wish to participate. The most recent Past-President shall serve as chair.

The Board may appoint such additional standing committees as it may from time to time determine. At its option the Board of Directors may appoint persons to these committees who are not Board members. Such committees shall be chaired by Board members and shall meet at the call of their respective Chairs, upon reasonable notice.

SECTION 4. Committees of Members. Other Committees may be established and charged in such manner as may be designated by resolution adopted by a majority of the Directors present at a meeting at which a quorum is present. Except as otherwise provided in such resolution, members of each such committee need not be Directors of the Association, and the President of the Association shall appoint the members thereof, and may remove any such member whenever in the President's judgment the best interest of the Association shall be served by such removal.

SECTION 5. Term of Office. Each member of a committee shall continue as such until the next annual meeting of the Board of Directors and until his or her successor is appointed, unless the committee shall be sooner terminated, or unless such member be removed from such committee or unless such member shall cease to qualify as a member thereof.

SECTION 6. Chair. One member of each committee shall be appointed Chair by the President of the Board of Directors except as otherwise provided in these Bylaws or by Board resolution.

SECTION 7. Vacancies. Vacancies in the membership of any committee may be filled by appointments made in the same manner as provided in the case of the original appointments. Vacan-

cies shall be filled by the President in consultation with the Selections Committee, and the Board. Consultation shall include a determination of those constituencies to be represented.

SECTION 8. Quorum. Unless otherwise provided in the resolution of the Board of Directors designating a committee, a majority of the whole committee shall constitute a quorum and the act of the majority of the members present at a meeting at which a quorum is present shall be the act of the committee.

ARTICLE VII. DIVISIONS

SECTION 1. Composition of the Divisions. The Board of Directors by resolution shall establish no less than three Divisions to foster and implement the purposes of the Association. As far as possible, the Divisions shall include regional representatives nominated by respective Regional Vice Presidents in consultation with the Division Director, approved by the Selections Committee and the Board of Directors.

SECTION 2. Division Directors. Each Division shall have a Director. Normally, the terms of Directors shall be staggered so as to ensure continuity among Divisions. The Director of each Division shall be appointed by the President with the approval of the Board of Directors, and shall serve for a term of two years. Division Directors shall not succeed themselves; provided, however, that a Division Director serving an unexpired term of a predecessor shall be eligible for appointment for one succeeding two-year term. Vacancies shall be filled by the Board of Directors. The Board of Directors by resolution shall determine the responsibilities of the Division Directors.

ARTICLE VIII. EXECUTIVE DIRECTOR

SECTION 1. Terms of Employment. The Board of Directors shall employ an Executive Director pursuant to an agreement. The Executive Director shall be appointed upon the majority vote of the Board of Directors and shall serve at the pleasure of the Board. A decision to terminate the employment of the Executive Director shall require two-thirds majority vote of the total Board of Directors. Vacancies in the position of Executive Director may be filled by interim appointment by the President until the next meeting of the Board of Directors.

SECTION 2. Responsibilities of the Executive Director. The Executive Director shall direct and execute all decisions of the Board of Directors, and shall perform such other duties as the Board may from time to time prescribe or authorize. The foregoing duties shall include, but not be limited to, the hiring and discharge of employees to fill such positions as the Board may from time to time authorize; the execution of contracts or other instruments on behalf of the Association as the Board may authorize;

maintenance of membership records; and the signing of checks, drafts or other orders for payment of money provided that the Board may, by resolution, provide that such checks, drafts or other orders for payment above such amount as may be specified in the resolution shall require the countersignature of one or more specified officers of the Association. The Executive Director shall furnish the Board with an operating and financial report at each regular and special meeting thereof.

ARTICLE IX. DUES AND CHARGES

SECTION 1. Membership Dues. The dues for all categories of members may be established only by the Board of Directors. The Board of Directors may authorize an annual dues adjustment not to exceed the percentage change in the Consumer Price Index (CPI) for the previous year. Adjustments in excess of the CPI are subject to the affirmative vote of a majority of the Voting Delegates returning a mail ballot. The proposed dues adjustment in excess of the Consumer Price Index must be mailed to the office Voting Delegate at each member institution at least thirty (30) days prior to the ballot deadline. Ballots must be returned on or before the deadline date stated on the ballot.

ARTICLE X. HISTORIAN

SECTION 1. Historian. The President shall appoint a historian to chronicle the history of the Association. Such appointment shall be reported to the Board of Directors. The Historian shall serve until a President requests the Historian's resignation, or until the Historian resigns.

ARTICLE XI. ADDITIONAL PROVISIONS

SECTION 1. Nondiscrimination. The Association shall not discriminate on the basis of race, creed, gender, age, national origin, sexual orientation, or physical disability in the administration of its policies on membership, programs, services, publications, and employment.

SECTION 2. Member Resolution Process. A member resolution is an instrument expressing the opinion, will, and intent of the Association Voting Delegates. Endorsement of a resolution by the delegate body constitutes a directed call for Board of Directors consideration. A resolution is distinct from a motion which results in the approval or disapproval of a proposed Association rules. The Board of Directors bears the responsibility to deliberate on approved resolutions and to report their disposition to the delegate body.

The procedure for submitting resolution proposals is as follows:

i. A draft of a proposed resolution may be submitted in writing to the appropriate Regional Vice President or to the President-Elect prior to the opening date of the conference.

ii. Resolution proposals may be submitted to the Board of Directors any time during the conference prior to the annual business meeting.

iii. Resolutions may be presented to the membership from the floor under "new business" during the annual business meeting.

SECTION 3. Indemnification. The Corporation shall have the power to indemnify its officers, directors, employees and agents, and such other persons as designated by the Board of Directors, to the full extent permitted by law.

SECTION 4. Books and Records. The Association shall keep correct and complete books and records of account and shall also keep minutes of the proceedings of its Board of Directors and committees having any of the authority of the Board of Directors, and shall keep at its registered or principal office a record giving the names and addresses of the members of its Board of Directors, and shall keep at its registered or principal office in the District of Columbia a record of the names and addresses of members entitled to vote.

SECTION 5. Notice. Whenever under the provisions of these Bylaws, the Articles of Incorporation of Corporation or statute, notice is required to be given to a Director, committee member or officer, such notice shall be given in writing, by mail or express delivery service, with postage or express delivery charges thereon prepaid, to such person at his or her address as it appears on the records of the Corporation. Such notice shall be deemed to have been given when mailed or delivered to the express delivery service. Notice may also be given by telegram, telex or telephone, and will be deemed given when received, if followed by a writing mailed on the same day or the next day.

SECTION 6. Telephone Meetings. Any one or more Directors or members of a committee may participate in a meeting of the Board or committee by means of a conference telephone or similar telecommunications device which allows all persons participating in the meeting to hear each other and such participation in a meeting shall be deemed presence in person at such meeting.

SECTION 7. Fiscal Year. The fiscal year of the Association shall be established by resolution of the Board of Directors.

SECTION 8. Amendment. These Bylaws may only be amended by the affirmative vote of two-thirds of those Voting Delegates returning a mail ballot on or before the deadline stated on the ballot. Proposed amendments must be mailed to the official

Voting Delegate at each member institution at least thirty (30) days prior to the ballot return deadline date.

SECTION 9. Scope of Bylaws. The Bylaws of this Association are intended to govern all activities, operations, and organizational units. No region, unit, division, or other Association en-

tity shall establish policy, procedures or guidelines which are not consistent with these documents. The Board of Directors is authorized by the membership to decide all questions regarding bylaw intent, purpose, or interpretation.

NASPA's MINORITY UNDERGRADUATE FELLOWS PROGRAM

The Minority Undergraduate Fellows Program (MUFP) is designed to identify talented ethnic minority students (Native, African, Asian American or Hispanic) who are completing their sophomore year or their final academic year at a community college with plans to transfer to a four year institution, and who demonstrate academic promise. The program is a personal and professional development experience which provides support and encouragement to students as they complete their degree requirement, and promotes enrollment in masters and doctoral level programs for careers in student affairs and higher education.

You can become involved with MUFP by serving as a Mentor to a student on your campus, hosting a MUFP Fellow for a Summer Internship or with the MUFP Alumni Program.

For more information on how to get involved please contact:

Mel Terrell, MUFP National Coordinator

Northeastern Illinois University

(773) 794-2867

or

The NASPA Office

(202) 265-7500

STANDARDS OF PROFESSIONAL PRACTICE

The National Association of Student Personnel Administrators (NASPA) is an organization of colleges, universities, agencies, and professional educators whose members are committed to providing services and education that enhance student growth and development. The association seeks to promote student personnel work as a profession, which requires personal integrity, belief in the dignity and worth of individuals, respect for individual differences and diversity, a commitment to service, and dedication to the development of individuals and the college community through education. NASPA supports student personnel work by providing opportunities for its members to expand knowledge and skills through professional education and experience. The following standards were endorsed by NASPA at the December 1990 board of directors meeting in Washington, D.C.:

1. Professional Services

Members of NASPA fulfill the responsibilities of their position by supporting the educational interests, rights, and welfare of students in accordance with the mission of the employing institution.

2. Agreement with Institutional Mission and Goals

Members who accept employment with an educational institution subscribe to the general mission and goals of the institution.

3. Management of Institutional Resources

Members seek to advance the welfare of the employing institution through accountability for the proper use of institutional funds, personnel, equipment, and other resources. Members inform appropriate officials of conditions which may be potentially disruptive or damaging to the institution's mission, personnel, and property.

4. Employment Relationship

Members honor employment relationships. Members do not commence new duties or obligations at another institution under a new contractual agreement until termination of an existing contract, unless otherwise agreed to by the member and the member's current and new supervisors. Members adhere to professional practices in securing positions and employment relationships.

5. Conflict of Interest

Members recognize their obligation to the employing institution and seek to avoid private interests, obligations, and transactions which are in conflict of interest or give the appearance of impropriety. Members clearly distinguish between statements and actions which represent their own personal views and those which represent their employing institution when important to do so.

6. Legal Authority

Members respect and acknowledge all lawful authority. Members refrain from conduct involving dishonesty, fraud, deceit, and misrepresentation or unlawful discrimination. NASPA recognizes that legal issues are often ambiguous, and members should seek the advice of counsel as appropriate. Members demonstrate concern for the legal, social codes and moral expectations of the communities in which they live and work even when the dictates of one's conscience may require behavior as a private citizen which is not in keeping with these codes/expectations.

7. Equal Consideration and Treatment of Others

Members execute professional responsibilities with fairness and impartiality and show equal consideration to individuals regardless of status or position. Members respect individuality and promote an appreciation of human diversity in higher education. In keeping with the mission of their respective institution and remaining cognizant of federal, state, and local laws, they do not discriminate on the basis of race, religion, creed, gender, age, national origin, sexual orientation, or physical disability. Members do not engage in or tolerate harassment in any form and should exercise professional judgment in entering into intimate relationships with those for whom they have any supervisory, evaluative, or instructional responsibility.

8. Student Behavior

Members demonstrate and promote responsible behavior and support actions that enhance personal growth and development of students. Members foster conditions designed to ensure a student's acceptance of responsibility for his/her own behavior. Members inform and educate students as to sanctions or constraints on student behavior which may result from violations of law or institutional policies.

9. Integrity of Information and Research

Members ensure that all information conveyed to others is accurate and in appropriate context. In their research and publications, members conduct and report research studies to assure accurate interpretation of findings, and they adhere to accepted professional standards of academic integrity.

10. Confidentiality

Members ensure that confidentiality is maintained with respect to all privileged communications and to educational and professional records considered confidential. They inform all parties of the nature and/or limits of confidentiality. Members share information only in accordance with institutional policies and relevant statutes when given the informed consent or when required to prevent personal harm to themselves or others.

11. Research Involving Human Subjects

Members are aware of and take responsibility for all pertinent ethical principles and institutional requirements when planning any research activity dealing with human subjects. (See *Ethical Principles in the Conduct of Research with Human Participants*, Washington, D.C.: American Psychological Association, 1982.)

12. Representation of Professional Competence

Members at all times represent accurately their professional credentials, competencies, and limitations and act to correct any misrepresentations of these qualifications by others. Members make proper referrals to appropriate professionals when the member's professional competence does not meet the task or issue in question.

13. Selection and Promotion Practices

Members support nondiscriminatory, fair employment practices by appropriately publicizing staff vacancies, selection criteria, deadlines, and promotion criteria in accordance with the spirit and intent of equal opportunity policies and established legal guidelines and institutional policies.

14. References

Members, when serving as a reference, provide accurate and complete information about candidates, including both relevant strengths and limitations of a professional and personal nature.

15. Job Definitions and Performance Evaluation

Members clearly define with subordinates and supervisors job responsibilities and decision-making procedures, mutual expectations, accountability procedures, and evaluation criteria.

16. Campus Community

Members promote a sense of community among all areas of the campus by working cooperatively with students, faculty, staff, and others outside the institution to address the common goals of student learning and development. Members foster a climate of collegiality and mutual respect in their work relationships.

17. Professional Development

Members have an obligation to continue personal professional growth and to contribute to the development of the profession by enhancing personal knowledge and skills, sharing ideas and information, improving professional practices, conducting and reporting research, and participating in association activities. Mem-

bers promote and facilitate the professional growth of staff and they emphasize ethical standards in professional preparation and development programs.

18. Assessment

Members regularly and systematically assess organizational structures, programs, and services to determine whether the developmental goals and needs of students are being met and to assure conformity to published standards and guidelines such as those of the Council for the Advancement of Standards for Student Services/Development Programs (CAS). Members collect data that include responses from students and other significant constituencies and make assessment results available to appropriate institutional officials for the purpose of revising and improving program goals and implementation.

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NASPAD

AWARDS NOMINATIONS

Each year, NASPA honors prominent higher education and student affairs leaders for their contributions.

The Selections and Awards Committee recommends award nominees to the NASPA Board of Directors for their approval. Upon approval, the awards are presented at NASPA's annual awards luncheon, which takes place during the national conference.

Fred Turner Award for Outstanding Service to NASPA

Named in honor of one of NASPA's most distinguished past presidents (1958-59) and former senior student affairs officer at the University of Illinois, this award honors NASPA members who have demonstrated continuous NASPA membership for 10 or more years and who have served in a leadership role at the state, regional, or national level of NASPA.

Any member of NASPA may nominate someone for this award (current NASPA board members are not eligible for this award). Nominations should include a letter of nomination, a resume, and no more than five letters of support describing the nominee's achievements. Materials should be submitted to the NASPA office, to the attention of the Selections and Awards Committee.

Deadline: November 1

Melvane D. Hardee Dissertation of the Year

This award encourages high-quality research relevant to student affairs administration. It is awarded to an outstanding doctoral student in, or intending to enter, student affairs work. Nominees must have completed their dissertations and had their degrees conferred no more than 12 months prior. NASPA conferred this award for the first time in 1977. However, in 1986, NASPA named this award in honor of Melvane D. Hardee, professor emeriti at Florida State University, in recognition of her commitment to advanced graduate students and her accomplishments and contributions to higher education and student affairs.

Nominees for this award must submit a completed application form, a release form signed by a professor, and an abstract of the dissertation. For application materials, nominees may contact Felice J. Dublon, Vice President, School of the Art Institute of Chicago, 37 South Wabash, Suite 704, Chicago, IL 60603; fdublon@artic.edu, e-mail.

Deadline: October 1

Robert H. Shaffer Award for Academic Excellence as a Graduate Faculty Member

Established in 1986, this award honors the contributions of Robert H. Shaffer, dean and professor emeritus at Indiana University. This award is given to a tenured faculty member who is teaching full time in a graduate preparation program in student

affairs. Nominees must be a personal inspiration to graduate students, have served on doctoral committees, have distinguished records of scholarly achievement, including publication in relevant literature, and made significant contributions to professional associations.

Any member of NASPA may nominate someone for this award (current NASPA board members are not eligible for this award). Nominations should include a letter of nomination, a resume, and no more than five letters of support describing the nominee's achievements. Materials should be submitted to the NASPA office, to the attention of the Selections and Awards Committee.

Deadline: November 1

Scott Goodnight Award for Outstanding Performance as a Dean

This award is given to a dean who has demonstrated sustained professional service in student affairs work, high-level competency in administrative skills, innovative response in meeting students' varied and emerging needs, effectiveness in developing junior staff members, and leadership in community and university affairs. This award recipient must have also earned stature among and support of students, faculty, and fellow administrators on his or her campus and made significant contributions to the field through publications or professional involvement. This award honors NASPA's founding president (1919-20) and former dean of men at the University of Wisconsin.

Nominations may be made by individual NASPA members. In addition, each region will make a recommendation to the committee through its regional vice president. Current NASPA board members are not eligible for this award. Nominations should include a letter of nomination, a resume, and no more than five letters of support describing the nominee's achievements. Materials should be submitted to the NASPA office, to the attention of the Selections and Awards Committee.

Deadline: November 1

Outstanding Contribution to Higher Education

This award is reserved for one who has rendered service in programs, policies, or research that has made a national impact; and who has contributed to the broad reach of higher education.

Any member of NASPA may nominate someone for this award (current NASPA board members are not eligible for this award). Nominations should include a letter of nomination, a resume, and no more than five letters of support describing the nominee's achievements. Materials should be submitted to the NASPA office, to the attention of the Selections and Awards Committee.

Deadline: November 1

Outstanding Contribution to Literature or Research

Nominees for this award must demonstrate professional commitment to student affairs administration. Their literature and/or research will be judged by how well student affairs practitioners use it. The literature and/or research should be applicable to national use and not restricted to local or regional application. (This award is not intended as recognition of publication or research

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Any member of NASPA may nominate someone for this award (current NASPA board members are not eligible for this award). Nominations should include a letter of nomination, a resume, and no more than five letters of support describing the nominee's achievements. Materials should be submitted to the NASPA office, to the attention of the Selections and Awards Committee.

Deadline: November 1

NASPA National Conferences

March 8-11, 1998
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March 27-30, 1999
New Orleans, Louisiana

March 19-22, 2000
Indianapolis, Indiana

March 18-21, 2001
Seattle, Washington

Please contact NASPA at 202.265.7500 for information.

Past NASPA Award Recipients

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1995 - Frederick R. Preston
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1993 - Sue D. Weitz
1992 - Thomas Goodale
1991 - Larry H. Ebbers
1990 - Wayne Carlisle
1989 - Judith M. Chambers
1988 - Dorothy J. Keller*
1987 - Peggy Elder
1986 - John J. Koldus
1985 - E.T. Buchanan III; Mickell O'Donnell
1984 - Donald V. Adams
1983 - Arthur Sandeen; Mildred K. Carlson
1982 - Alice R. Manicur
1981 - Channing M. Briggs
1980 - James R. Appleton; James J. Rhatigan
1979 - Carl W. Knox
1978 - Preston Parr
1977 - Chester E. Peters
1976 - Earle W. Clifford
1975 - Jack C. Clevenger; Richard Hulet
1974 - Peter Armacost
1972 - John E. Hocutt; Donald DuShane; O.D. Roberts

Melvane D. Hardee

Dissertation of the Year Award:

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1996 - Simone Himbeault Taylor
1995 - Susan E. Mitchell
1994 - Patricia A. Somers
1993 - Donna M. Talbot
1992 - Kathe Taylor
1991 - Debora L. Liddell
1990 - Marilyn J. Deppe
1989 - Gregory S. Blimling
1988 - Tullisse A. Murdock
1987 - Mary K. Desler
1986 - Marlesa A. Roney
1985 - Randy E. Hyman
1984 - Marcia Baxter-Magolda
1983 - Edward F.D. Spencer
1982 - Elizabeth M. Nuss
1981 - D. Stanley Carpenter, Jr.
1980 - Terry E. Williams
1979 - Alexander F. Smith
1978 - Louise D. Baker
1977 - Barry L. Jackson

Outstanding Contribution to Higher Education Award:

1997 - Edgar F. Beckham
1996 - Donald M. Stewart
1995 - Russell Edgerton
1994 - Johnnetta B. Cole
1993 - Arnold L. Mitchem
1992 - Ernest Boyer
1991 - Robert H. Atwell
1990 - Clifton R. Wharton, Jr.
1988 - Richard P. Keeling
1987 - Martha Peterson
1986 - Leonard H.O. Spearman
1985 - A. Dallas Martin, Jr.
1984 - Representative Carl Perkins
1983 - Senator Claiborne Pell
1982 - Father Theodore Hesburgh
1981 - Rosemary Park
1980 - Elizabeth Greenleaf*
1979 - Emily Taylor
1978 - Clark Kerr
1977 - Roger W. Heyns
1976 - Melvene D. Hardee
1974 - *The Chronicle of Higher Education*
1973 - Walter F. Johnson
1972 - Arthur Wright Chickering; Edith Green
1969 - Robert H. Shaffer

Outstanding Contribution to Literature or Research Award:

1997 - Barbara E. Bender
1996 - M. Lee Upcraft
1995 - Patrick T. Terenzini
1994 - Arthur E. Levine
1993 - C. Robert Pace
1992 - John H. Schuh
1991 - Jacqueline Fleming
1990 - Ursula Delworth
1989 - Nancy K. Schlossberg
1988 - Ernest T. Pascarella
1987 - George D. Kuh
1986 - Margaret J. Barr
1985 - Donald D. Gehring; Parker Young
1984 - John M. Whiteley
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1982 - Jossey-Bass Publishers
1981 - Howard R. Bowen
1980 - Burns B. Crookston*
1978 - Kate Hevner Mueller

1977 - *Change Magazine*; Ruth Strang*
 1976 - Alexander and Helen Astin
 1975 - Theodore M. Newcomb; R. Nevitt Sanford
 1972 - K. Patricia Cross
 1968 - E.G. Williamson

1970 - Armour J. Blackburn; John U. Monro
 1968 - Fred H. Turner
 1966 - William H. Cowley; Esther M. Lloyd Jones

* Received award posthumously

President's Award

1995 - William R. Nester
 1994 - Aubrey K. Lucas
 1993 - Robert L. Albright
 1992 - Donald C. Swain

Robert H. Shaffer Award:

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 1992 - Theodore Miller; Esther M. Lloyd Jones*
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 1988 - Melvene D. Hardee
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NASPA networks enable professionals with similar interests to explore topics for discussion and debate, to exchange programming ideas, and to focus on issues for the consideration of the NASPA Board of Directors. Network participation is open to any NASPA member. Members can concurrently participate in more than one network and can designate multiple networks of interest on their annual membership renewal forms. All network functions are open to all NASPA members.

Each network also has a computer discussion group (more popularly known as a listserv). You'll find the names of the network listservs in *italics* after each network description below. To subscribe to a network's listserv, send a message to networks@listserv.naspa.org. Leave the subject line blank, and in the body of the message type: Join (list name). The list name precedes (listserv.naspa.org). For example, to join the Adult Learners and Commuter Students listserv, address your message to networks@listserv.naspa.org. In the body of the message, type: join adult-learn. Please note that only members of a list (i.e., members who have joined the list) can post messages to the list.

Adult Learners/Commuter Students and Distance Learning

The Adult, Commuter, and Distance Learners Network serves as an advocate for both adult learners and commuter students and increases awareness of their special campus needs. Network activities include conference programs and regional newsletter articles.

adult-learn@listserv.naspa.org

Community and Two-Year Colleges

The Community Colleges network promotes the special interest of two-year colleges. The network recognizes the importance of identifying and promoting specific issues facing community colleges and provides a vehicle for stimulating discussion on programs, policies, and initiatives relating to the two-year college setting.

comm-coll@listserv.naspa.org

DisAbility Concerns

The DisAbility Concerns network addresses issues that have kept persons with disabilities from being equal members of the academy. The network endeavors to raise awareness of accessibility and diversity issues through conference presentations, articles in the *NASPA Forum* and the *NASPA Journal*, and the network newsletter.

disab-con@listserv.naspa.org

Educational Equity and Ethnic Diversity

The Network for Educational Equity and Ethnic Diversity (NEED) promotes professional development for persons of color and works to increase the awareness of diversity and multicultural issues. The network also pro-

vides mentorship opportunities within the association.

need@listserv.naspa.org

Enrollment Management

The Enrollment Management Network promotes professional development opportunities for members interested in enrollment management. Network activities include programs and sessions at regional and national conferences.

enroll-man@listserv.naspa.org

Fraternity and Sorority

The Fraternity and Sorority Network provides a forum for issues related to greek life through collaboration with the National Interfraternity Conference, National Panhellenic Conference, National Panhellenic Council, Association of Fraternity Advisors, and Fraternity Executives Association. Activities include conference programs and special projects.

fra-sor@listserv.naspa.org

Gay, Lesbian, Bisexual, and Transgendered Concerns

The Gay, Lesbian, Bisexual, and Transgendered (GLBT) Concerns Network's activities allow for personal and professional growth, increased awareness and acceptance of GLB professionals and students, and promote understanding of GLB professional and student needs through its network newsletter and web site.

glb-concerns@listserv.naspa.org

International Education

The International Education Network works

to increase awareness of the global perspective in higher education; provide a forum for addressing global issues related to student affairs; provide opportunities for members to communicate; and to encourage professional connections with colleagues in other countries.

intl-ed@listserv.naspa.org

New Professionals and Graduate Students

The New Professionals and Graduate Students Network serves the needs of new professionals and graduate students. The network provides opportunities for new professionals to network and develop professionally. Network activities include regional new professionals institutes and special planned events at the annual conference.

new-prof@listserv.naspa.org

Small Colleges and Universities

The Small Colleges and Universities Network addresses the needs and interests of professionals working in small institutions. Network activities include conference programs at the regional/national level, as well as drive-in workshops and marketing career opportunities at smaller institutions.

small-coll@listserv.naspa.org

Women in Student Affairs

The Women in Student Affairs (WISA) Network welcomes any member interested in issues relevant to women in higher education in general, and student affairs specifically. Services provided include conference programs, networking opportunities, newsletter articles, and resource lists.

women-sa@listserv.naspa.org

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NASPA REGION MAP



International members are included in the most proximate NASPA region. Current international members (as of July 1997) are:

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 China - Region 6

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 France - Region 1
 Germany - Region 2
 Greece - Region 2
 Israel - Region 2
 Japan - Region 6
 Manitoba, Canada - Region 4W
 Mexico - Region 3
 Netherlands - Region 1

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 Nova Scotia, Canada - Region 1
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 Quebec, Canada - Region 1
 Saskatchewan, Canada - Region 4W
 Spain - Region 1
 South Africa - Region 3

NASPA'S TELECONFERENCE VIDEOTAPES

Assessment to Improve Student Learning and Development: A Shared Responsibility

Experts from the American Association for Higher Education, the American College Personnel Association, and NASPA discuss issues related to student assessment.

\$32.00 NASPA members

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Building Partnerships for Community Service and Learning

Designed for campuses that already have community service programs and for those that are beginning programs, this videotape will answer such questions as "How does community service/service learning enhance the college or university's educational mission?"

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Campus Responses to Racial Harassment and Intimidation

This videotape enables all members of the campus community to consider the impact of incidents of racial harassment and intimidation on individuals and on the community.

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Confronting Sexual Harassment on Campus

Five panelists discuss the myths and facts surrounding sexual harassment and the development of a campus action plan.

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Educating Students with Disabilities: A Shared Responsibility

This videotape provides an overview of the types of disabilities, student demographics, ADA/504, and legal issues; suggestions for educating students and faculty on disability issues; examples of campus policy statements; and models of effective service delivery programs.

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Effective Approaches to Campus Security

Learn how to make your campus safe. This videoconference provides an opportunity for campus and off-campus community members to gather to consider the critical roles faculty, staff, and

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The Greek System: An Institutional Asset or Liability?

Expert panelists explore institutional strategies for strengthening fraternities and sororities on campus by comparing the "ideal" greek system with the "reality" and concluding with suggestions for narrowing the gap.

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Do today's college students differ in significant ways from students of the past? How have changing demographic, social, and economic trends influenced students on our campuses? What unique issues and concerns do students face? This videotape addresses these questions and discusses implications and recommendations for programs, policies, and services to meet the needs of today's students.

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In this videotape, professionals from across the country lead you from the roots of the student affairs profession, highlighting *The Student Personnel Point of View* to relevant issues of the profession, and point toward future trends. An outstanding staff development tool for student affairs professionals.

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This frank, informative videotape focuses on understanding the developmental issues of gay, lesbian, and bisexual students; examining the problems and issues on campus; and discussing strategies and initiatives for improving campus climate.

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All videotapes are 1/2" VHS

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Wittenberg University

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 Katherine W. Morris P
 Wayne Peterson P
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 Ronald A. Slepitz V
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 Bassam M. Deeb P
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 Jarrod Noftger P
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 Tamela L. Robinson S
 Jim Rogers P
 Carla Stein P
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Chemeketa Community College

Lowell Ford V

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Ctr-Regional, Oeuvres Univ et Scolaires
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Dalhousie University
Eric A. McKee P
Heather Sutherland V

Deutsches Studentenwerk
Horst Bachmann V
Elke Platz-Waury P

Dublin City University
Barry Kehoe A

Federal College of Fisheries & Marine Technology
Abiodun Afuye S

Hong Kong Institute of Education
Carol Tang V

Hong Kong University of Science & Technology
Luke Wong A

I.T.E.S.M.
Enrique Ramos V
Julio Canedo P
Victor Sanchez-Ostos P

Inst. Tecnologico de Monterrey
Carlos J. Mijares V

Instituto Tecnologico y de Estudios
Richardo Velazquez S

Inter-American Univ. PR-Metro
Ivonne Rivera Vega A

International Students House
Kevin Coyne SN

ITESM Campus Monterrey
Rodolfo Bello P

John Abbott College
Leonice J. Boudreau A

Kingston University
Ken Hopkins A

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N. S. Rath A

Laurentain University
Denis Mayer A

Lethbridge Community College
Dean L. Stetson V

Loyalist College
Ed J. Boone V

Lund University
Leif Bryngfors A

Malaspina College
Sheila Colbert-Kerns V

Malaspina University-College
Carol M. Clutesi H

Marianopolis College
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Florence Tracy V

McMaster University
Mary E. Keyes A

Memorial University of Newfoundland
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Brian K. Johnston P
W. E. Ludlow V

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Judi Billing A

Minnesota State University, Akita Japan
John Keller V

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Alan Dymont A

Mount St. Vincent University
Carol L. Hill A

Nipissing University
Allan Carfagnini A

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Barry Hendry SN

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Peace Corps-Paraguay
Lorena Marie Lasky E

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Robert G. Crawford A

Red Deer College
Joanne Bucklee A

Rhodes University
M.A. Montara A
Moosa Motara P

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John O'Connell V
John Pearson P

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Marion Creery V

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Vicki Milligan-Carter V
Wayne Norrison P

Simon Fraser University
Michael Dinning P
Ronald Heath V
Anita A. Martinovic P

Singapore Polytechnic
Yim-Teo Tien Hua V

Studentenwerk Dresden
Rudolf Poertner A

Technikon Pretoria
Johann P. Van Der Watt A

Technikon Witwatersrand
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Gary Vorster V

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Lourdes Parga P
Alfredo Pena V

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Greg Sriver P

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Peggy Patterson V

University of Derby
Judy Winter V

University of Greenwich
Rosalind Street-Porter A

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Craig Lewis V

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Brian D. Sullivan V

University of Leicester
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Leslie Lavers V
Keith G. McCurdy E

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Garth S. Wannan A

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Michel Leduc V

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Margaret Edmond A

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Nozidho Kwenaita V

University of the Virgin Islands
Ron E. Harrigan V

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Thelora Reynolds A

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David W. Neelands V
Marilyn VanNorman P

University of Waterloo
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University of Western Sydney, Nepean
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Vaal Triangle Technikon
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Heather Lane A

Wilfrid Laurier University
Fred Nichols A

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Cora Dusk V
Debra L. Glass P
Debbie Ham P

NASPA FOUNDATION

The NASPA Foundation supports projects and activities that help to advance the student affairs profession. The foundation gives funding priority to

- research activities that add to the knowledge base of the student affairs profession, address issues challenging student affairs practitioners, or encourage partnerships with other professional organizations to address issues challenging higher education
- scholarship through support and dissemination of publications to the profession or grants for graduate student research activities which are consistent with the foundation's goals
- proposals solicited by the foundation for specific purposes or selected topics.

The maximum amount awarded to any project will not exceed \$5,000 (unless otherwise approved by special board action) and projects must be completed in three years or less. All projects must give credit to the NASPA Foundation for its contribution to funding the project. Upon completion of the project, each award recipient must forward to NASPA's executive director three copies of the final report or publication.

To be considered for funding, individuals or groups must satisfy at least one of the funding priorities mentioned above. Priority will be given to proposals submitted by NASPA members. In addition, the foundation requires applicants to submit a 3- to 5-page proposal and one-page executive summary that includes the following:

- statement of the problem
- purpose of the project for which funding is requested
- plan to address the problem
- anticipated results or evidence that objective will be achieved
- the project's contribution to the profession
- anticipated time frame for completion of project
- budget for the project
- qualifications of those involved with the project.

The NASPA Foundation will not fund projects that are designed for political purposes; discriminate on the basis of race, creed, gender, age, national origin, sexual orientation, or physical disabilities; or are proposed from organizations that are not tax exempt under paragraph 501 (c) (3) of the U.S. Internal Revenue Code.

Proposals will be accepted and reviewed throughout the year. The foundation will respond to every proposal. Proposals should be submitted to: NASPA Executive Director, 1875 Connecticut Avenue, NW, Suite 418, Washington, DC 20009-5728.

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Phone: 954-761-3331

NASPA JOBSLINK

Employer Information

Q: What is NASPA JobsLink?

A: NASPA JobsLink is an automated service for candidates to gain access to ads for jobs 24 hours a day. Candidates can view ads on the World Wide Web or hear "voice ads" on the telephone.

Q: How much will this cost me and how will I be billed?

A: Each ad that you place on the telephone system costs \$50.00. If you record a voice ad, your ad will also appear at NASPA's web site free of charge. Each ad that appears at NASPA's web site is \$25.00. Payment by credit card (Visa, MasterCard, American Express) is the easiest way to pay for your ad. Otherwise, you'll be billed by mail each month.

Q: How do I place an ad?

A: Placing your ad is easy. To place your ad at NASPA's web site, simply compose your ad and send it to the NASPA office by fax (202-797-1157) or electronic mail (office@naspa.org) and your ad will appear at our web site.

To record it on the telephone system, simply follow these steps:

- Obtain an account number from the NASPA office (202-265-7500). Remember to keep this number; if you place additional ads in the future, you'll have to refer to this number.

- call NASPA JobsLink at 202-234-3900. Follow the voice prompts and enter your account number upon request. You'll be given a job number; write it down for future reference.

- Select a job type from the Main Menu:

- Senior-level positions (press 1)

- Mid-level positions (press 2)

- Entry-level positions (press 3)

- Graduate assistantships (press 4)

- Record your job listing in your own words. When finished recording, press any key to end or begin again.

Q: What information should I include in my ad?

A: Here are some important things to include in your ad. Remember, though, there is a 3-minute time limit for telephone ads.

- job title
- university/college name; type of school
- location
- job description

- position requirements (be specific about necessary skills and experience)

- salary or wages

- closing date/start date

- contact information (method of response, i.e., by postal mail, electronic mail, fax, or telephone; name and title of contact person; mailing address; fax/telephone number)

Q: How long will my ad be available?

A: Ads may appear on the web site for 30 or 60 days, whichever length you indicate. For ads placed on the telephone system, the length of time depends on the type of ad you place: senior-, mid-, and entry-level positions expire in 30 days; graduate assistantships expire in 60 days.

Q: How do I delete my ad before time expires?

A: If you want to remove your ad, call the NASPA office (202-265-7500) during business hours and we'll delete it for you.

Q: In what categories can my ad be placed?

A: The NASPA office will place your ad in one of nine categories:

- student affairs administration
- housing/residence life
- student activities/union
- career planning and placement
- counseling
- greek affairs
- multicultural affairs
- orientation
- all other positions

The office will also place your ad in the appropriate geographic region.

Q: Will my ad be reviewed?

A: Yes, the NASPA office screens all ads for appropriateness and adherence to nondiscriminatory and fair employment practices.

Job Candidate Information

Q: What is NASPA JobsLink?

A: NASPA JobsLink is an automated service with descriptions of jobs and graduate assistantships available across the country

within student affairs. This service is available 24 hours a day.

Q: How much does this service cost?

A: There is no fee for this service; you pay only the cost of the long-distance telephone call or the fee for your Internet service provider.

Q: What will I need to use the system?

A: You need access to a touchtone telephone or the World Wide Web, the NASPA password (if using the telephone system); a pen and paper.

Q: What do I need to do?

A: Using NASPA JobsLink is simple:

- Visit NASPA's web site at <http://naspa.org>. Select the NASPA JobsLink button and then the Candidate button. After you enter your e-mail address, you'll find jobs listed by level and specialty area.
- To use the telephone system, call NASPA JobsLink at 202-234-2600. Follow the voice prompts and enter the password upon request. The current password is NASPAJL. Occasionally, the password will change; you can refer to the *NASPA Forum* for the current password. Follow the voice prompts to hear ads for jobs in different levels and categories.

Q: In what categories are jobs placed?

A: NASPA JobsLink offers nine categories:

- student affairs administration (press 1)
- housing/residence life (press 2)
- student activities/union (press 3)
- career planning and placement (press 4)
- counseling (press 5)
- greek affairs (press 6)
- multicultural affairs (press 7)
- orientation (press 8)
- all other positions (press 9)

Jobs are listed by category within NASPA's regions.

Q: What are NASPA's regions?

A: There are seven regions:

- *Region I:* Atlantic Provinces of Canada and Quebec, Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont
- *Region II:* Canal Zone, Delaware, District of Columbia, Maryland, New Jersey, New York, Pennsylvania, Puerto Rico, Virgin Islands, West Virginia
- *Region III:* Alabama, Florida, Georgia, Kentucky, Louisiana, Mexico, Mississippi, North Carolina, South Carolina, Tennessee, Texas, The Bahamas, Virginia
- *Region IV-East:* Illinois, Indiana, Iowa, Michigan, Minnesota, Ohio, Ontario, Wisconsin
- *Region IV-West:* Arkansas, Colorado, Kansas, Manitoba, Missouri, Nebraska, New Mexico, North Dakota, Oklahoma, Saskatchewan, South Dakota, Wyoming
- *Region V:* Alaska, Alberta, British Columbia, Idaho, Montana, Nevada, Oregon, Utah, Washington
- *Region VI:* Arizona, California, Guam, Hawaii

Q: Who should I contact if I have additional questions?

A: Contact the NASPA office at 202-265-7500 or via electronic mail at office@naspa.org.

COMMON QUESTIONS & ANSWERS ABOUT NASPA MEMBERSHIP

Q: If the institution has designated me as the voting delegate, do I have to join NASPA as an individual?

A: No. As the voting delegate to NASPA, your membership is included in your institution's membership. Other individuals on your campus are now qualified to join NASPA at the reduced professional affiliate member rate. Full-time students may join at the student rate.

Q: When does my membership expire?

A: The expiration date is one year after the month you join; the only exception is NASPA institutional memberships, which are renewed from July 1 to July 1 of the following year. All memberships are renewed annually.

Q: What are the benefits of institutional membership?

A: Institutional membership ensures a college or university a definitive role in the activities of NASPA. Voting delegates (senior student affairs officers holding institutional membership) elect NASPA presidents and vice presidents; vote on membership issues, e.g., bylaws changes; receive all NASPA monographs as they are published; are informed of governmental concerns in education as they evolve; are sent reports of key issues by the NASPA president; receive additional publications such as *Points of View*, special reports purchased by NASPA from other associations (i.e., ACHA and ACE), salary surveys, and research reports; and may register for conferences and workshops at the member rate.

Also, professional staff and faculty at member institutions may join at the reduced membership rate. Incidentally, all professional affiliates and faculty affiliates in addition to the voting delegates of a region elect the regional vice president.

Q: What can I do to help ensure I receive all my NASPA mailings and that my address appears correctly in the NASPA member handbook?

A: Notify the NASPA office as soon as you know your new address and telephone number. If possible, send a mailing label

or a copy of it so the change can be made promptly.

Q: When would I be considered a faculty affiliate as opposed to a professional affiliate?

A: Full-time faculty of nonmember institutions are considered faculty affiliates. A faculty affiliate is entitled to join at the special rate of \$52 per year.

Q: How often are NASPA publications mailed?

A: The *NASPA Forum* is mailed to all members monthly, except for the summer months, and the *NASPA Journal* is mailed quarterly. Other periodic publications are sent to voting delegates as they become available.

Q: How can I become involved in NASPA's state and regional activities?

A: Each new member of NASPA receives a copy of the member handbook. It contains the names, addresses and telephone numbers of national and regional NASPA leadership. If you are interested in joining a network or getting involved in another way, feel free to contact the leadership listed in the handbook. You will receive notice of all regional activities. In addition, the *NASPA Forum* will contain calendar reminders.

Q: What happens to my membership if my institution decides not to renew its membership?

A: You may continue to be a member of NASPA as an associate affiliate at a cost of \$156 per year. Contact your regional membership coordinator or the NASPA office for an application.

Q: I work on a campus that is a NASPA member. Can I attend the conference or purchase publications at the member discount rate?

A: Yes, you can take advantage of the member discount rate if you hold an individual membership as a professional affiliate or student affiliate.

1997-98 MEMBERSHIP CATEGORIES & DUES

Effective July 1, 1997 - June 30, 1998

Individual Dues

Professional Affiliates \$52
Student affairs administrators, faculty members, or staff members at *member* institutions

Student Affiliates \$31
Graduate students who are studying student affairs and are not full-time employees of any institution

Faculty Affiliates \$52
Full-time teaching faculty at a *nonmember* institution

Associate Affiliates \$156
Student affairs administrators at a *nonmember* college or university campus, or staff persons of educationally related groups, or administrators of student affairs or those engaged in professional work related to student affairs who are employed in postsecondary institutions not eligible for membership

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Emeritus Affiliates \$42
Former voting delegates, professional affiliates, or associate affiliates who are officially designated as retired by their institutions and who are no longer employed full time in higher education

Subscribing Members

For-profit Members \$388
Individuals, organizations, manufacturers, or suppliers of goods and services that operate for profit and support the policies, purposes, and activities of NASPA

Nonprofit Members \$144
Educational associations, governmental agencies, and other nonprofit groups supportive of NASPA's goals other than colleges and universities

1997-98 Institutional Dues Matrix

Total Education & General Fund Expenditures (excluding auxiliaries)	Full-time Enrollment Equivalent									
	A	B	C	D	E	F	G	H	I	J
Dollars	0- 999	1,000- 1,999	2,000 3,499	3,500 4,999	5,000 7,999	8,000 10,999	11,000 14,999	15,000 19,999	20,000 29,999	Over 30,000
0-1,999,999	264	342	396							
2,000,000-3,999,999	282	354	409	486						
4,000,000-5,999,999	291	372	432	510	582					
6,000,000-9,999,999	305	384	457	528	600	659				
10,000,000-14,999,999	335	401	479	569	642	726	804			
15,000,000-19,999,999	347	426	504	579	653	736	815	900		
20,000,000-29,999,999	367	438	516	618	672	751	833	924	995	
30,000,000-49,999,999	378	462	534	629	697	780	857	936	1013	1091
50,000,000-99,999,999	389	479	558	648	743	821	917	1013	1098	1175
100,000,000-175,999,999	399	497	569	659	756	846	929	1032	1109	1188
176,000,000-250,000,000	425	516	600	691	766	869	959	1049	1134	1199
Over 250,000,000	443	534	618	702	791	881	971	1061	1145	1217
Institutions Outside USA	313									

MEMBERSHIP APPLICATION

There are several categories of membership in NASPA. Select the category that's right for you, then complete both sides of this application form and return it to the NASPA office. We'll send you a new member packet soon. NOTE: The NASPA membership directory is updated regularly and placed on NASPA's web site. If you object to having your address appear on the web site, please check here. ☐

NAME _____		PHONE NO. _____
TITLE _____		FAX NO. _____
INSTITUTION _____		
MAILING ADDRESS (<input type="checkbox"/> OFFICE <input type="checkbox"/> HOME) _____		
CITY _____	STATE _____	ZIP _____
INTERNET ADDRESS _____		
<input type="checkbox"/> NEW MEMBER <input type="checkbox"/> REINSTATE		
<input type="checkbox"/> ADJUNCT FACULTY MEMBER <input type="checkbox"/> REGULAR FACULTY MEMBER		

PAYMENT INFORMATION

- ☐ Institutional (see institutional dues matrix below)
- ☐ Professional Affiliate \$52
Student affairs administrators, faculty members, or staff members at member institutions
- ☐ Associate Affiliate \$156
Student affairs administrators at a nonmember college or university campus, or staff persons of educationally related groups, or administrators of student affairs or those engaged in professional work related to student affairs who are employed in postsecondary institutions not eligible for membership
- ☐ Faculty Affiliate \$52
Full-time teaching faculty at a nonmember institution
- ☐ Emeritus Affiliate \$42
Former voting delegates, professional affiliates, or associate affiliates

who are officially designated as retired by their institutions and who are no longer employed full time in higher education

☐ Student Affiliate \$31
Graduate students who are studying student affairs and are not full-time employees of any institution

☐ Subscribing Member/For Profit \$388
Individuals, organizations, manufacturers, or suppliers of goods and services that operate for profit and support the policies, purposes, and activities of NASPA

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0-1,999,999	264	342	396							
2,000,000-3,999,999	282	354	409	486						
4,000,000-5,999,999	291	372	432	510	582					
6,000,000-9,999,999	305	384	457	528	600	659				
10,000,000-14,999,999	335	401	479	569	642	726	804			
15,000,000-19,999,999	347	426	504	579	653	736	815	900		
20,000,000-29,999,999	367	438	516	618	672	751	833	924	995	
30,000,000-49,999,999	378	462	534	629	697	780	857	936	1013	1091
50,000,000-99,999,999	389	479	558	648	743	821	917	1013	1098	1175
100,000,000-175,999,999	399	497	569	659	756	846	929	1032	1109	1188
176,000,000-250,000,000	425	516	600	691	766	869	959	1049	1134	1199
Over 250,000,000	443	534	618	702	791	881	971	1061	1145	1217
Institutions Outside USA	313									

A check or money order (payable to NASPA) or credit card payment for the total amount in U.S. funds must accompany this form.

CARD HOLDER NAME _____	SIGNATURE _____
<input type="checkbox"/> VISA <input type="checkbox"/> MASTERCARD <input type="checkbox"/> AMERICAN EXPRESS	NUMBER _____
EXPIRATION DATE _____	

Dues Enclosed for ☐ One Year ☐ Two Years ☐ Three Years

PLEASE COMPLETE REVERSE SIDE

DEMOGRAPHIC INFORMATION

- Gender: ☐ Male ☐ Female
- Ethnic background: ☐ African American ☐ Hispanic/Latino ☐ Asian/Pacific Islander ☐ Caucasian ☐ American Indian ☐ Multiracial/please specify _____
- Education (please check highest degree earned): ☐ Doctorate ☐ Bachelor's ☐ Post Master's Certificate ☐ Associate ☐ Master's
- Years in NASPA _____
- Years in profession _____

NASPA NETWORK PREFERENCE

- ☐ 1. Adult learners/commuter students and distance learning
- ☐ 2. Community and two-year colleges
- ☐ 3. Disability concerns
- ☐ 4. Enrollment management
- ☐ 5. Educational equity/ethnic diversity
- ☐ 6. Fraternity and sorority
- ☐ 7. Gay, lesbian, bisexual, and transgendered concerns
- ☐ 8. International education
- ☐ 9. New professionals and graduate students
- ☐ 10. Small colleges and universities
- ☐ 11. Women in student affairs

AREA OF PROFESSIONAL SPECIALIZATION

- ☐ Academic advising
- ☐ Academic affairs
- ☐ Admissions
- ☐ Career planning and placement
- ☐ Community service
- ☐ Commuter affairs
- ☐ Counseling
- ☐ Enrollment management
- ☐ Gay, lesbian, bisexual and transgendered affairs
- ☐ Graduate preparation faculty
- ☐ Greek affairs
- ☐ Health services
- ☐ Housing/residence life
- ☐ International student services
- ☐ Judicial affairs
- ☐ Multicultural affairs
- ☐ Orientation
- ☐ Student activities/union
- ☐ Student affairs administration
- ☐ Women's centers
- ☐ All other positions

STUDENT APPLICANTS

Graduate student status of those applying for student affiliate membership must be certified below by a NASPA professional affiliate or by the student's advisor that the applicant is not a full-time employee of any institution.

Certified by: _____

Name Position

Return this form and payment to: NASPA, Drawer No. 0023, Washington, D.C. 20073-0023; 202.797.1157 (fax)

For NASPA Office Use Only:

Date Received: _____ Check/CC No.: _____ Amount:\$ _____

NASPA RESOURCES

NASPA's resources provide useful information to help student affairs professionals in their daily work. To obtain an order form for any of the resources featured below, simply call naspaFAX! (503-721-4345) and request document 401 or visit NASPA's web site at <http://www.naspa.org> and select the NASPA Resources button.

Books

Advice from the Dean: A Personal Perspective on the Philosophy, Roles, and Approaches of a Dean at a Small, Private, Liberal Arts College

James S. Tederman

Written by a college administrator with over 16 years of experience as a dean of students, this book examines the role and function of liberal arts college student affairs administrators and the unique challenges and problems faced by deans of students. (1997)

\$10.00 NASPA members

\$12.00 nonmembers

Alcohol Policies and Practices on College and University Campuses

Joan S. Sherwood, ed.

This monograph addresses one of the nation's most serious problems: substance abuse. Not only does this book initiate useful dialogue on campuses, it suggests how to establish effective policies. By pointing out issues of legal liability, this book gives every college and university an opportunity to examine its role in responding to substance abuse. (1987)

\$5.95 NASPA members

\$7.50 nonmembers

Assessment in Student Affairs: A Guide for Practitioners

M. Lee Upcraft and John H. Schuh

For practitioners at all levels, this new book from Jossey-Bass provides detailed guidance for student affairs staff on how to assess student needs, student satisfaction, campus environments, campus cultures, and student outcomes. It also explains how senior staff can use assessment findings in strategic planning, policy development, and day-to-day decision making. (1996)

\$31.50 NASPA members

\$36.95 nonmembers

Different Voices: Gender and Perspective in Student Affairs Administration

Jane Fried, ed.

People working together must be able to analyze and address problems and to work collaboratively. Do female administrators approach their work differently than male administrators? This book examines some of the assumptions underlying student affairs administration and student development education,

particularly those concerning sex-role socialization. Throughout this book, the authors describe the effects of sex-role socialization and some of the implications for student affairs administration.

\$10.00 NASPA members

\$12.00 nonmembers

Diversity, Disunity, and Campus Community

Melvin C. Terrell, ed.

Cultural diversity is emerging as both a theoretical and a highly pragmatic discipline in its own right, especially for student affairs professionals who set the tone for the campus through attitude, behavior, and programming. This book demonstrates how student affairs practitioners can provide academic as well as p. (1992)

\$7.95 NASPA members

\$9.95 nonmembers

From Survival to Success: Promoting Minority Student Retention

Melvin C. Terrell & Doris J. Wright, eds.

Addressing ethnic minority students' academic and personal development needs effectively is a challenge for America's colleges and universities. This book offers college and university administrators, their staff and faculty an inside view to understanding ethnic minority students. (1988)

\$7.95 NASPA members

\$9.95 nonmembers

The Handbook of Student Affairs Administration

Margaret J. Barr & Associates

In this comprehensive volume from Jossey-Bass, experts in student affairs administration offer practitioners at all levels — from the new staff member to the senior student affairs officer — specific guidelines, strategies, and practical advice on how to effectively manage and administer the student affairs of diverse college and university campuses. The authors cover the full range of administration, from management skills and essential competencies to the administrative environment and the changing role of the student affairs professional. (1993)

\$36.00 NASPA members

\$45.00 nonmembers

The Invisible Leaders: Student Affairs Mid-Managers

Robert B. Young, ed.

This practical reference explores the mobility of mid-managers and their role responsibilities, and the ambiguities and conflicts they experience. Also included are job responsibilities and satisfactions of mid-managers in different types of colleges and the perceptions about mid-managers in one institution. (1990)

\$7.95 NASPA members

\$9.95 nonmembers

Involving Colleges: Successful Approaches to Fostering Student Learning and Development Outside the Classroom

George D. Kuh, John H. Schuh, Elizabeth J. Whitt & Associates

Involving Colleges draws on a study of 14 "involving" colleges and universities that provide undergraduates with unusually rich out-of-class learning and personal development opportunities — and shows how their successful characteristics and conditions can be adapted to other institutions. This Jossey-Bass hardcover explains how every school — whether a small liberal arts college, a large public research university, or an institution with an urban or metropolitan mission — can implement practices that promote educationally purposeful out-of-class activities within the context of their campus communities. The authors reveal how these practices can unleash faculty and student potential for creativity and initiative as well as minimize campus tensions by building a sense of shared purpose throughout the campus community. (1991)

\$33.00 NASPA members

\$38.95 nonmembers

The New Professional: A Resource Guide for New Student Affairs Professionals and Their Supervisors

David D. Coleman & John E. Johnson, eds.

What are the concerns, fears, and needs of a new practitioner starting up the career ladder in higher education? How can young professionals become older professionals who have not lost their enthusiasm and commitment for a career in student affairs? These are the questions this practical guide examines. In each chapter, both new and seasoned professionals are encouraged to reflect on the socialization process experienced by new staff members. Includes a handy appendix of most higher education associations and their addresses and publications. (1990)

\$7.95 NASPA members

\$9.95 nonmembers

Points of View

To commemorate the 50th anniversary of *The Student Personnel Point of View*, NASPA revisited this classic statement and its revised 1947 version. This practical book contains all three statements, and outlines the beliefs that continue to guide the student affairs profession. (1987)

\$5.00 NASPA members

\$7.00 nonmembers

Puzzles and Pieces in Wonderland: The Promise and Practice of Student Affairs Research

Karl Beeler & Deborah Hunter, eds.

Allegorical references to Wonderland on the topic of student affairs research within this book are more than whimsical. Discover the similarities between the Wonderland environment as Alice experienced it and the campus environment as student affairs professionals perceive it. The authors provide insight into how research can be made affordable and useful in student affairs. (1991)

\$7.95 NASPA members

\$9.95 nonmembers

Realizing the Educational Potential of Residence Halls

Charles C. Schroeder, Phyllis Mable & Associates

What are the essential elements necessary for effective education in residence halls? How do you create a learning environment in campus residences? These are the questions this new book from Jossey-Bass answers. Through insightful and practical discussions, this book explores how a college education can be strengthened through programs that make residence halls a more integral part of the overall educational experience. (1994)

\$31.50 NASPA members

\$36.95 nonmembers

The Role and Contribution of Student Affairs in Involving Colleges

George Kuh & John Schuh, eds.

The authors examine how student affairs staff promote student involvement in out-of-class learning opportunities at a variety of colleges. Topics covered include the challenges facing higher education institutions, the role of student affairs in promoting student involvement in learning and personal development opportunities, and suggestions for how the commentaries can be used in staff development. (1991)

\$11.95 NASPA members

\$16.95 nonmembers

The Role of Student Affairs in Institution-Wide Enrollment Management Strategies

Alan Galsky, ed.

Enrollment management has become increasingly popular. Through enrollment management, colleges and universities

attempt to coordinate several or all of its services that affect students to increase the quality of those services. This book explores the topic in relation to ethnic minority student recruitment, financial assistance, and cocurricular activities and residential life. (1991)

\$7.95 NASPA members

\$9.95 nonmembers

Student Affairs and Campus Dissent: Reflection of the Past and Challenge for the Future

Keith M. Miser, ed.

As in the late 1960s, several campuses across the country are experiencing periods of student unrest. Some issues currently prompting students to take action are tuition increases, divestment in South Africa, gay rights, and campus racial conflict. Student affairs professionals often find themselves "in the middle," protecting the rights of the dissenters and enforcing institutional policies. This practical book provides strategies student affairs professionals can use to address student activism. Includes an appendix of four institutions' policies on campus dissent. (1988)

\$5.95 NASPA members

\$7.50 nonmembers

A Student Affairs Guide to the ADA and Disability Issues

Dan Ryan & Maureen McCarthy, eds.

Recent passage of the Americans with Disabilities Act (ADA) has rekindled debates on the responsibilities of postsecondary institutions to serve students with disabilities. This book provides a comprehensive guide to an institutional response to the ADA. It gives practical advice for responding to students and professionals with disabilities, and examines in detail special topics such as learning disabilities, AIDS/HIV, and technology. (1994)

\$10.00 NASPA members

\$12.00 nonmembers

Student Services: A Handbook for the Profession, Third Edition

Susan R. Komives, Dudley B. Woodard, Jr., and Associates

This new third edition of the "green book" that has guided student affairs graduate education and practice for the last 15 years provides an updated look at every aspect of the field. The authors examine the changing context of the student experience in higher education, the evolution of the role of student affairs professionals, and the ethics and philosophies that guide the practice of student affairs work. (1996)

\$38.00 NASPA members

\$45.00 nonmembers

Working with International Students and Scholars on American Campuses

David McIntire & Patricia Willer, eds.

The presence of international students in our colleges and

universities is a major benefit to the American higher education system, providing campuses with the benefits of cultural diversity and pluralism. However, international students face some immense hurdles in adjusting to the American educational system. This book examines some of the special conditions affecting international students and the particular needs they have within the American educational system. (1992)

\$7.95 NASPA members

\$9.95 nonmembers

NASPA References

Consider a Career in College Student Affairs

Light but insightful, this brochure helps college students explore the field of student affairs. It answers such questions as "What are the benefits of a career in student affairs?" and "Who should consider a career in student affairs?" It also includes a handy checklist of steps to take to learn more about the profession. (1995)

\$5.00 NASPA members

\$7.00 nonmembers

Involuntary Termination: What If It Happens to You?

In the midst of dramatic institutional changes, higher education administrators are increasingly concerned about the security of their positions. This booklet offers sound advice on how to prepare for this possibility. It includes tips such as how to negotiate a multiyear appointment, what to look for in a performance review, and how to evaluate your relationship with your employer. It also provides steps to take after termination such as negotiating the terms of your departure, seeking legal advice, and maintaining your personal and financial well-being. Includes a bibliography of related resources. (1991)

\$5.00 NASPA members

\$7.00 nonmembers

Issues and Perspectives on Academic Integrity — 2nd Edition

Three-fourths of today's student population admit to some form of academic fraud. This revised brochure discusses issues of academic dishonesty, including "Are we facing an epidemic of academic dishonesty?" and "What procedures should be used in resolving allegations of academic dishonesty?" (1993)

\$5.00 NASPA members

\$7.00 nonmembers

Complying with the Final Regulations: The Student Right-to-Know and Campus Security Act

This white paper assists colleges and universities in responding to the Student Right-to-Know and Campus Security Act and the Higher Education Amendments of 1992. The implications of these laws affect, to some extent, all higher education institutions that receive federal financial assistance. This paper outlines the requirements imposed by the final regulations and answers the 11 most frequently asked questions regarding the new legislation. (1994)

\$5.00 NASPA members

\$7.00 nonmembers

Reasonable Expectations: Renewing the Educational Compact Between Institutions and Students

This brochure helps colleges and universities clarify the nature of the relationship between institutions and students in order to enhance student learning and institutional productivity. (1995)

\$5.00 NASPA members

\$7.00 nonmembers

Power of Association: Defining Our Relationship with Students in the 21st Century

This white paper examines the power of colleges and universities to reduce the growing sense of fragmentation and alienation among our students and in American life. It calls on institutions to form a voluntary association with students — to foster the intellectual and moral development of students.

\$5.00 NASPA members

\$7.00 nonmembers

Successful Student Outcomes Assessment: Six Institutional Case Studies Including the Role of Student Affairs

This new resource examines the question, "What is the role of student affairs in student outcomes assessment?" To answer it, six colleges and universities known for their success in assessing student outcomes are examined. Descriptions of assessment activities at each of the institutions are provided, along with practical information about data collection instruments and techniques, use of outcomes data, and tangible change resulting from the assessment process.

\$5.00 NASPA members

\$7.00 nonmembers

NASPA Member Handbook

Published in September of each year, this handbook is a road map to NASPA's members. It lists NASPA's members, with addresses and telephone numbers. Also includes useful information such as the history of NASPA, its bylaws, its Board of Directors and network listings, and Standards of Professional Practice. (1996-97)

\$10.00 NASPA members

\$25.00 nonmembers

NASPA Salary Survey

If you've ever wondered how your salary compares with other student affairs professionals, you need this survey. It provides an essential reference for planning budgets, marking salary trends, evaluating pay plans, and managing resources effectively.

(1995)

\$5.00 NASPA members

\$7.00 nonmembers

Videotapes

Assessment to Improve Student Learning and Development: A Shared Responsibility

Experts from the American Association for Higher Education, the American College Personnel Association, and NASPA discuss issues related to student assessment, including student diversity, standardized tests (their strengths and limitations) and state mandates. VHS format, 2.5 hours

\$32.00 NASPA members

\$50.00 nonmembers

Building Partnerships for Community Service and Learning

Designed for campuses that already have community service programs and for those that are beginning programs, this videotape will answer such questions as "How does community service/service learning enhance the college or university's educational mission?" and "How can service learning enhance the personal, career, and/or values development of participating students?" VHS format, 2 hours

\$100.00 NASPA members

\$200.00 nonmembers

Campus Responses to Racial Harassment and Intimidation

This videotape enables all members of the campus community to consider the impact of incidents of racial harassment and intimidation on individuals and on the community, explore some of the reasons for the behavior, consider the correct legal context for freedom of speech, and review the Supreme Court's definition of "fighting words." VHS format, 2 hours

\$ 50.00 NASPA members

\$100.00 nonmembers

Confronting Sexual Harassment on Campus

For many years, colleges and universities have struggled with various forms of sexual harassment — among students, among faculty and students, among supervisors and employees, and among colleagues. Five panelists discuss the myths and facts surrounding sexual harassment and the development of a campus action plan. VHS format, 2 hours

\$100.00 NASPA members

\$200.00 nonmembers

Educating Students with Disabilities: A Shared Responsibility

Since the passing of the Americans With Disabilities Act (ADA) of 1990, the college experience of students with disabilities has received increased attention. What is the role of the student affairs professional to facilitate this experience? This videotape provides an overview of the types of disabilities, student demographics, ADA/504, and legal issues; suggestions for educating students and faculty on disability issues; examples of campus policy statements; and models of effective service delivery programs. VHS format, 2 hours

\$100.00 NASPA members

\$200.00 nonmembers

Effective Approaches to Campus Security

Learn how to make your campus safe. This videoconference provides an opportunity for campus and off-campus community members to gather to consider the critical roles faculty, staff, and students play in facilitating the necessary changes to foster a secure environment for all members of the community. VHS format, 2 hours

\$ 50.00 NASPA members

\$100.00 nonmembers

The Greek System: An Institutional Asset or Liability?

Expert panelists explore institutional strategies for strengthening fraternities and sororities on campus by comparing the "ideal" greek system with the "reality" and concluding with suggestions for narrowing the gap. VHS format, 2 hours

\$50.00 NASPA members

\$100.00 nonmembers

Look Who's Coming to College: A New Understanding of Today's Students

Do today's college students differ in significant ways from students of the past? How have changing demographic, social, and economic trends influenced students on our campuses? What unique issues and concerns do students face? This videotape addresses these questions and discusses implications and recommendations for programs, policies, and services to meet the needs of today's students. VHS format, 2 hours.

\$100.00 NASPA members

\$200.00 nonmembers

Student Affairs: A Historical Perspective and a View of the Future

In this videotape, professionals from across the country lead you from the roots of the student affairs profession, highlighting The Student Personnel Point of View to relevant issues of the profession, and point toward future trends. An outstanding staff development tool for student affairs professionals. VHS format, 2.5 hours

\$ 50.00 NASPA members

\$100.00 nonmembers

Understanding and Meeting the Needs of Gay, Lesbian, and Bisexual Students

This frank, informative videotape focuses on understanding the developmental issues of gay, lesbian, and bisexual students; examining the problems and issues on campus; and discussing strategies and initiatives for improving campus climate. VHS format, 2 hours

\$100.00 NASPA members

\$200.00 nonmembers

Personal Directory

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Personal Directory

[illegible]

FOUND AN ERROR?

NASPA has done everything possible to ensure that the information in this handbook is correct. However, sometimes errors do occur. If you find any information in this handbook that is inaccurate or out of date, please let us know and we'll correct our records.

Note: If you joined or changed your membership data after June 14, 1996, your current information will not be included in this year's directory.

Dear NASPA,

The information about me in the 1996-97 NASPA Member Handbook is incorrect. Please update your records to show the following:

Name _____

Title _____

Institution _____

Address _____

City _____

State _____

Zip _____

Telephone Number _____

Fax Number _____

E-mail Address _____

Comments: _____

Please return via mail or fax to

National Association of Student Personnel Administrators
1875 Connecticut Avenue, NW
Suite 418
Washington, DC 20009-5728
202-797-1157 fax ■ 202-265-7500 voice



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